


# Delaware Career Advising Guide for Early Childhood And School-Age Professionals





Career advisement services helped me stay up-to-date with the things I need and want to know about my career as a professional working with young children.

This inspired me to maximize or continue my education, training, and knowledge.

Lillybeth Paras (Kids R Us Learning Center)

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## Appendix

Careers Options in Early Childhood  
Delaware Early Childhood Career Lattice

**Note:** Any updates and/or changes to this document can be found on the Delaware Association for the Education of Young Children (DAEYC) website at [www.daeyc.org](http://www.daeyc.org).

The information in this document has been verified as accurate as of **March 2015**.

Working with children is inspiring, challenging and rewarding. We recognize the importance of this work and see what a difference it can make to individual children, to families, and to you as an employee. We also recognize it is more than a job. It can be a career.

When you choose early childhood or school-age care and education as your **profession**, then you are a **professional**.

**A professional:**

- is a member of a vocation founded upon specialized knowledge and skills
- is associated with specialized training related to that profession
- follows established standards of practice
- is responsible for following a code of ethical conduct

(Goble, C.E., & Horn, D.M. 2010. *Take charge of your personal and professional development*. Young Children 65 (6):87.)

**Do you have questions?**

***Where am I as a professional?***

- *Think about your current situation- What position are you in now? Are you satisfied with what you are doing? Do you want or need to move up the Career Lattice?*

***Where can I go next in my career?***

- *Think about what you want to do- Do you want to become the head teacher in your classroom? Do you want to supervise other staff? Would you like to develop curriculum or educational programs for children? How about becoming an Administrator/Director of a program? Do you want to own your own licensed child care business?*

***How do I get there?***

- *Think about the path that you need to follow to reach your goals- What education/training is needed? How much experience do you need? What resources are available to help you reach your goal?*

***How am I assigned a step on the Delaware Early Childhood Career Lattice?***

- *Think about your educational background- Do you have a high school diploma? What training do you have? Have you attended a higher education institution? Do you have a degree in Education? Have you applied for a qualification certificate through Delaware First at the Department of Education?*

***What is the process in moving up on the Delaware Early Childhood Career Lattice?***

- *Think about your educational options- Are you currently enrolled in school? Have you completed some college coursework? Are you eligible for a credential? Did you or will you graduate with a degree in Education?*

***What are credentials?***

- *Think about your educational experience- Are you specializing in a particular area of education? Did you take more than two college courses in that area?*

**This booklet is about you.**

Discover the many options and resources available to you as you grow in your work with children, and in your role as a **professional**.

## Steps toward a Career

Where does someone start when thinking about a career in Early Care and Education? A first step is **career planning**. Career planning is a lifelong process which includes many components such as choosing an occupation, acquiring the necessary skills and education needed to perform your chosen job and growing in your profession. Becoming familiar with changes in the qualifications to work in the Early Care and Education field in Delaware is a good place to start!

## Careers in Delaware

Job titles for working in licensed Early Care and Education and School-Age Centers, Large Family and Family Child Care have been established in DELACARE Regulations under the authority of the Office of Child Care Licensing.

## Careers in Licensed Early Care and Education and School Age Centers

Early Care and Education and School-Age Centers **prefer to hire qualified individuals**. Generally the first thing an employer will ask an applicant is for a certificate verifying that the person is qualified under *DELACARE Regulations*. **The Delaware First Professional Development System**, a unit of the Department of Education, processes applications for workforce qualifications for the Office of Child Care Licensing and verifies that each individual has the appropriate training, education and experience to qualify for one of the **early care and education and school-age positions** listed:

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<b>Early Care &amp; Education Positions</b>	<b>School-Age Positions</b>
Early Childhood Administrator	School-Age Administrator
Early Childhood Curriculum Coordinator	School-Age Site Coordinator
Early Childhood Teacher	School-Age Site Assistant
Early Childhood Assistant Teacher	School-Age Intern
Early Childhood Intern	School-Age Aide *
Early Childhood Aide *	(as included in the proposed 2015 Delacare Regulations)
(as included in the proposed 2015 Delacare Regulations)	

The specific options for meeting the requirements for one of these positions are found in *Delacare Regulations for Early Care and Education and School Age Centers* on the Office of Child Care Licensing website at:

[http://www.kids.delaware.gov/occl/occl\\_resources.shtml#occlregs](http://www.kids.delaware.gov/occl/occl_resources.shtml#occlregs). All positions require a criminal history background check at time of employment as well as CPR/First aid training.

## **What Are the Roles In Early Childhood?**

Care for children birth through age five (5).

- **Early Childhood Administrator**- a staff member with direct responsibility for the Center's total program of services provided to children and their families, and including when applicable, the administrative aspects. The Early Childhood Administrator approves curriculum, and when also serving as the Early Childhood Curriculum Coordinator, develops and evaluates curriculum, and implements and/or monitors implementation of curriculum and daily activities for children at the Center. The Early Childhood Administrator supervises the Early Childhood Curriculum Coordinator, and when necessary, Early Childhood Teachers and meets the qualifications specified.
- **Early Childhood Curriculum Coordinator**- a staff member who works under the supervision of the Early Childhood Administrator and is immediately responsible for the direct care, supervision, guidance and education of children at a Center. The Early Childhood Curriculum Coordinator develops and evaluates curriculum, and implements and/or monitors implementation of curriculum and daily activities for children at the Center. The Early Childhood Curriculum Coordinator may supervise Early Childhood Teachers, Early Childhood Assistant Teachers, Early Childhood Interns, Aides, Volunteers and Substitutes and meets the qualifications specified.
- **Early Childhood Teacher**- a staff member who works under the supervision of an Early Childhood Administrator or Early Childhood Curriculum Coordinator and is immediately responsible for the direct care, supervision, guidance and education of children at a Center. The Early Childhood Teacher implements the curriculum and daily activities for a group of children. The Early Childhood Teacher may supervise Early Childhood Assistant Teachers, Early Childhood Interns, Aides, Volunteers and Substitutes and meets the qualifications specified.
- **Early Childhood Assistant Teacher**- a staff member who works under the supervision of at least an Early Childhood Teacher and performs direct child care functions and related duties and assists in the implementation of curriculum. The Early Childhood Assistant Teacher meets the qualifications specified.
- **Early Childhood Intern**- a staff member who works under the supervision of an Early Childhood Teacher and the direct observation of at least an Early Childhood Assistant Teacher and performs direct child care functions and related duties and meets the qualifications specified.
- **Early Childhood Aide** \*- a staff member who performs direct child care functions and related duties in this time-limited entry level position, works under the supervision of at least an early childhood teacher and the direct observation of at least an early childhood assistant teacher or early childhood caregiver, has not completed the approved training required for the position of early childhood intern, can never be alone with children, and meets the qualifications specified.

## **What Are the Roles In School-Age?**

Care for children five (5) years of age or older who is attending kindergarten or higher grades.

- **School-Age Administrator**- a staff member of a School-Age Center with direct or supervisory responsibility for the School-Age Center's total program of services provided to children and their families, and including, when applicable, the administrative aspects. The School-Age Administrator approves curriculum and also, when not assigning such duties to a School-Age Site Coordinator develops and evaluates curriculum, and implements and/or monitors implementation of curriculum and daily activities for children at the School-Age Center. The School-Age Administrator supervises School-Age Site Coordinators and when necessary, School-Age Site Assistants, Interns, and Aides and meets the qualifications specified.
- **School-Age Site Coordinator**- a staff member of a School-Age Center who works under the supervision of the School-Age Administrator and is immediately responsible for the day to day operations of the School-Age Center, direct care, supervision, guidance and education of the children. The School-Age Site Coordinator implements curriculum and daily activities for children at the School-Age Center. Also, when assigned such duties, the School-Age Site Coordinator Develops and evaluates curriculum, and monitors School-Age Interns, Aides, Volunteers and Substitutes and meets the qualifications specified.
- **School-Age Site Assistant**- a staff member of School-Age Center who works under the supervision of at least a School-Age Site Coordinator and performs direct child care functions and related duties and assists in the implementation of curriculum. The School-Age Site Assistant who is designated as responsible for the School-Age Center may supervise School-Age Interns, Aides, Volunteers and Substitutes and meets the qualifications specified.
- **School-Age Intern**- a staff member of School-Age Center who works under the supervision of at least a School-Age Site Coordinator, or School-Age Site Assistant who is designated as responsible for the School-Age Center, and under the direct observation of at least a School-Age Site Assistant and performs direct child care functions and related duties and meets the qualifications specified.
- **School-Age Aide** \*- a staff member of a school-age center who performs direct child care functions and related duties in this time limited, entry level position, who works under the supervision of at least a school-age site coordinator and the direct supervision of at least a school-age site assistant, has not completed the approved training required for the position of school-age intern, can never be alone with children, and meets the qualifications specified.

## Qualifications

This is your personal reference guide to understanding the qualification requirements as defined by *Delacare: Rules for Early Care and Education and School-Age Centers*. These requirements are the minimum and an employer can choose to go above and beyond the *Delacare* Rule and require additional education, training or experience at each individual center. Programs participating in Delaware Stars may also require additional education to meet their Star level requirement. Each position listed will have an age requirement, an experience requirement and an education requirement.

- There is more than one education option to choose to meet the qualification requirement. You only need to meet **one** of the education options, not all.
- All degrees mentioned must be from a regionally accredited college or university, recognized by U.S Department of Education or CHEA
- All positions require a High School Diploma or GED recognized by the U.S Department of Education (*except Interns or Aides who are under 18 and still in high school*).
- Intern positions do not require any previous child care education/training or experience but training needed to qualify as an intern must be completed in the first 12 months of employment
- Early Childhood and School-Age Interns cannot be left alone with children until they qualify as either an Early Childhood Assistant Teacher or School-Age Site Assistant





# What Are the Early Care and Education (ECE) Position Requirements?

(As of 2007 Delacare Regulations)

<p><b><u>EARLY CHILDHOOD ADMINISTRATOR</u></b>  <b>Age:</b> 21 years old or older  <b>Experience:</b> 2 years working with preschool age or younger children  <b>Education</b></p> <ul style="list-style-type: none"> <li>• Associates Degree in a field related to child development, early childhood education, psychology, social work, special education, elementary education, nursing, human services or business administration;             <ul style="list-style-type: none"> <li>➢ Within the Associates Degree there must be 15 credits in <b>at least 3</b> of the following topic areas: Child Development, Developmental Curriculum Planning, Positive Behavior Management, Health &amp; Safety, Nutrition, Family/Community and Professionalism.</li> </ul> </li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• Bachelor Degree             <ul style="list-style-type: none"> <li>➢ Within the Bachelor Degree there must be 15 credits in <b>at least 3</b> of the following topic areas: Child Development, Developmental Curriculum Planning, Positive Behavior Management, Health &amp; Safety, Nutrition, Family/Community and Professionalism.</li> </ul> </li> </ul> <p><b>Specialized Training</b>          Depending on the population of children served at a particular center you may also need one (or all) of the following:  <u>Administrative Training</u>- 3 credits or 45 clock hours, if you as the Administrator are responsible for the center's administrative duties such as personnel/human resources and fiscal. If these duties are managed by someone else then you will not need this specialized training.  <u>Infant/Toddler Training</u>- 3 credits or 45 clock hours if the center serves infants and toddlers. For example a preschool program only serving children ages 3-5 years would not need this specialized training.  <u>School-Age Training</u>- 15 clock hours if the center serves school-age children.</p>	<p><b><u>EARLY CHILDHOOD CURRICULUM COORDINATOR</u></b>  <b>Age:</b> 20 years old or older  <b>Experience:</b> 1-3 years working with children preschool age or younger depending on the education (see education requirements)  <b>Education</b></p> <ul style="list-style-type: none"> <li>• 15 credits in ECE or child development of which 6 are in early childhood curriculum development and planning (3 years' experience); OR</li> <li>• Associates Degree in Early Childhood Education (2 years' experience); OR</li> <li>• Associate Degree in a field related to child development, early childhood education, psychology, social work, special education, elementary education, nursing, human services or business administration (2 years' experience); OR             <ul style="list-style-type: none"> <li>➢ Within the Associates Degree there must be 15 credits in <b>at least 3</b> of the following topic areas: Child Development, Developmental Curriculum Planning, Positive Behavior Management, Health &amp; Safety, Nutrition, Family/Community and Professionalism.</li> </ul> </li> <li>• Bachelor Degree (1 year experience)             <ul style="list-style-type: none"> <li>➢ Within the Bachelor Degree there must be 15 credits in <b>at least 3</b> of the following topic areas: Child Development, Developmental Curriculum Planning, Positive Behavior Management, Health &amp; Safety, Nutrition, Family/Community and Professionalism.</li> </ul> </li> </ul> <p><b>Specialized Training</b>          Depending on the population of children served at a particular center you may also need one (or all) of the following:  <u>Infant/Toddler Training</u>- 3 credits or 45 clock hours if the center serves infants and toddlers. For example a preschool program only serving children ages 3-5 years would not need this specialized training.  <u>School-Age Training</u>- 15 clock hours if the center serves school-age children.</p>
<p><b><u>EARLY CHILDHOOD TEACHER</u></b>  <b>Age:</b> 18 years old or older  <b>Experience:</b> 3-12 months depending on education working with preschool age or younger children (see education requirements)  <b>Education</b></p> <ul style="list-style-type: none"> <li>• Training for Early Care and Education 1 &amp; 2 (12 months experience); OR</li> <li>• Valid CDA (12 months experience); OR</li> <li>• Department of Labor Apprenticeship (12 months experience); OR</li> <li>• 9 credits (3 credits each in Early Childhood Education, Child Development and Positive Behavior Management) (12 months experience); OR</li> <li>• Vo Tech ECE 3 year program (12 months experience); OR</li> <li>• Montessori program (12 months experience); OR</li> <li>• Associate degree with 6 credits in Early Childhood Education or Child Development (3 months supervised teaching); OR</li> <li>• Bachelor degree with 6 credits in Early Childhood Education or Child Development (3 months supervised teaching)</li> </ul>	<p><b><u>EARLY CHILDHOOD ASSISTANT TEACHER</u></b>  <b>Age:</b> 18 years old or older  <b>Experience:</b> 6 months working with children preschool age or younger  <b>Education</b></p> <ul style="list-style-type: none"> <li>• Training for Early Care and Education 1; OR</li> <li>• Traditional High School Career Pathway in Early Childhood Education; OR</li> <li>• 6 college/university credits (3 in Early Childhood Education and 3 in Child Development)</li> </ul> <p><b><u>EARLY CHILDHOOD INTERN</u></b>  <b>Age:</b> 16 years old or older          OR          15 years old and in a Vo Tech High School 3 year program in Early Childhood Education or Traditional High School Early Childhood Career Pathway  <b>Experience:</b> None needed  <b>Education</b></p> <ul style="list-style-type: none"> <li>• DE 1<sup>st</sup> Introduction to Center-Based Early Care and Education; OR</li> <li>• DE 1<sup>st</sup> Child Development; OR</li> <li>• 3 college/university credits in Child Development or Early Childhood Education</li> </ul> <hr/> <p><b><u>EARLY CHILDHOOD AIDE (as included in the proposed 2015 Delacare Regulations)</u></b>  <b>Age:</b> 16 years old or older          OR          15 years old and in a Vo Tech High School 3 year program in Early Childhood Education or Traditional High School Early Childhood Career Pathway  <b>Experience:</b> None needed  <b>Education</b></p> <ul style="list-style-type: none"> <li>• Enrolled in 3 year program in Early Childhood Education or Traditional High School Early Childhood Career Pathway</li> </ul> <p><b>Note:</b> Aide must be at least four years older than any child in his or her direct care</p>

# What are the School-Age (SA) Position Requirements?

(As of 2007 Delacare Regulations)

<p><b><u>SCHOOL-AGE ADMINISTRATOR</u></b>  <b>Age:</b> 20 years old or older  <b>Experience:</b> 2 years working with school-age children in a group setting</p> <p><b>Education</b></p> <ul style="list-style-type: none"> <li>Associate Degree in a field related to recreation, elementary education, school-age care and school-age administration;             <ul style="list-style-type: none"> <li>Within the Associate Degree there must be at least 15 credits from the following topic areas: Recreation, Physical Education, Elementary Education, School-Age Care or Administration, Juvenile Justice, Family Services/Studies, Counseling, Cultural Diversity, Community Development</li> </ul> </li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>Bachelor Degree             <ul style="list-style-type: none"> <li>Within the Bachelor Degree there must be at least 15 credits from the following topic areas: Recreation, Physical Education, Elementary Education, School-Age Care or Administration, Juvenile Justice, Family Services/Studies, Counseling, Cultural Diversity, Community Development</li> </ul> </li> </ul> <p><b>Specialized Training</b></p> <ul style="list-style-type: none"> <li><i>Administrative Training</i>- 3 credits or 45 clock hours, if the Administrator is responsible for the center's administrative duties such as personnel/human resources and fiscal. If these duties are managed by someone else then this specialized training is NOT needed.</li> </ul>	<p><b><u>SCHOOL-AGE SITE COORDINATOR</u></b>  <b>Age:</b> 20 years old or older  <b>Experience:</b> 2-3 years working with school-age children in a group setting (depending on education)</p> <p><b>Education</b></p> <p>12 college/university credits in any of the following topic areas: (3 years' experience)</p> <ul style="list-style-type: none"> <li>ECE, Child Development, Psychology, Social Work, Special Education, Nursing, Human Services, Recreation, Physical Education, Elementary Education, School Age Care or Administration, Juvenile Justice, Family Services/Studies, Counseling, Cultural/Ethnic Diversity, Community Development</li> </ul> <p>OR</p> <p>60 college/university credits with at least 12 credits in the following topic areas (2 years' experience):</p> <ul style="list-style-type: none"> <li>ECE, Child Development, Psychology, Social Work, Special Education, Nursing, Human Services, Recreation, Physical Education, Elementary Education, School Age Care or Administration, Juvenile Justice, Family Services/Studies, Counseling, Cultural/Ethnic Diversity, Community Development</li> </ul>
<p><b><u>SCHOOL-AGE SITE ASSISTANT</u></b>  <b>Age:</b> 18 years old or older  <b>Experience:</b> 400-800 hours working with school-age children in a group setting (depending on education)</p> <p><b>Education</b></p> <p>3 college/university credits or 60 clock hours of training in the below topic areas: (400 hours experience)</p> <ul style="list-style-type: none"> <li>Early Childhood Education, Child Development, Psychology, Social Work, Special Education, Nursing, Human Services, Recreation, Physical Education, Elementary Education, School-Age Care, Juvenile Justice, Family Services/Studies, Counseling, Cultural/Ethnic Diversity, Community Development; OR</li> </ul> <p>DE First Introduction to Child Care within 12 months of employment (800 hours experience); OR          DE First Child Development within 12 months of employment (800 hours experience)</p>	<p><b><u>SCHOOL-AGE INTERN</u></b>  <b>Age:</b> 16 years old or older  <b>Education:</b>          DE First School-Age Care; OR          DE First Introduction to Center-Based Early Care and Education; OR          DE First Child Development  <i>NOTE:</i> This training must be completed within the first 12 months of employment</p> <hr/> <p><b><u>SCHOOL-AGE AIDE</u></b>  <b>(as included in the proposed 2015 Delacare Regulations)</b>  <b>Age:</b> 16 years old or older          OR          15 years old and in a Vo Tech High School 3 year program in Early Childhood Education or Traditional High School Early Childhood Career Pathway</p> <p><b>Experience:</b> None needed  <b>Education</b></p> <ul style="list-style-type: none"> <li>Enrolled in 3 year program in Early Childhood Education or Traditional High School Early Childhood Career Pathway</li> </ul> <p><b>Note:</b> Aide must be at least four years older than any child in his or her direct care</p>

**All higher education credits must be from a regionally accredited college or university.**

## How Do I Apply for a Qualifications Certificate?

Once an individual believes that he or she is **fully** qualified for one of these specific positions, a person seeking to be qualified should take the following steps:

- Complete the application, selecting the position for which you are seeking to be qualified.
- Collect copies of **official** transcripts, diplomas and training certificates to document training and education to meet the specific qualifications.
- Make a copy of driver's license or picture ID as proof of age.
- Collect signed copies of verification of employment to document required experience.
- Carefully review all documents and **mail the form and all documents to:**



**Department of Education  
Office of Early Development and Learning Resources**

**Delaware First**

Townsend Building, Suite 2

401 Federal Street

Dover, DE 19901

Telephone: (302) 735-4236

[www.doe.k12.de.us/dpecweb](http://www.doe.k12.de.us/dpecweb)

<http://www.doe.k12.de.us/programs/delfirst>

(Faxes will not be accepted, incomplete applications will not be reviewed)

**\*\* The Applicant is solely responsible for providing the documentation of education, training and experience as verification that they meet the qualifications for the position they seek\*\***

- Applications can also be completed through the on-line registration/application link:  
<http://vmdoewebdev.doe.k12.de.us/dpeconlineapp/login.aspx>

Incomplete applications or those missing documentation will be held for 60 days.

Notification regarding the missing information will be sent to the applicant's address.

When the forms and documentation have been reviewed and verified, Delaware First will issue a Certificate of Qualifications that indicates the position for which you are qualified.

This document is your original to keep in your own files and you will need to make copies of it for your employer(s). There may be a fee for replacement of certificates.

## **Pursuing a degree in Early Childhood or related field**

It would be prudent for anyone interested in pursuing a career in early care and education to enroll in and complete an Associate or Baccalaureate degree program in this specialty. Such a degree would increase the options for employment.

When working with children, there is an established body of knowledge at different developmental stages. It is important that persons working with children and youth have specific knowledge, education and training relevant to the age of children they will serve. The Department of Education has developed competencies for the field.

Competencies are the knowledge and skills that professionals in the field should be able to demonstrate in working with children and families. The following two documents list and discuss the competencies expected of Early Care and Education professionals in Delaware.

### **Delaware Competencies for Early Childhood Professionals**

[https://dieecpd.org/static/uploads/files/EC\\_CompenciesECEProf.pdf](https://dieecpd.org/static/uploads/files/EC_CompenciesECEProf.pdf)






### **Delaware Competencies for School-Age Professionals**

<https://dieecpd.org/static/uploads/files/School%20Age%20ENG%20Comp.pdf>

"Desire is the key to motivation, but its determination and commitment to an unrelenting pursuit of your goal a commitment to excellence that will enable you to attain the success you seek."

*- Mario Andretti*

## What Are the Higher Education Institutions in Delaware?

<b>Delaware Technical Community College</b>	<a href="https://www.dtcc.edu">https://www.dtcc.edu</a>	
<p><u>New Castle County</u>  Wilmington Campus  333 North Shipley Street  Wilmington, DE 19801  (302) 571-5300</p> <p>Stanton Campus  400 Stanton-Christiana Road  Newark, DE 19713  (302) 454-3900</p>	<p><u>Kent County</u>  Charles L. Terry Jr. Campus  100 Campus Drive  Dover, DE 19904  (302) 857-1000</p>	<p><u>Sussex County</u>  Jack F. Owens Campus  21179 College Drive  Georgetown, DE 19947  (302) 259-6000</p> <p style="text-align: center;"><b>DELAWARE</b>  <hr style="width: 100%; border: 0.5px solid black;"/> TECHNICAL  COMMUNITY  <hr style="width: 100%; border: 0.5px solid black;"/> <b>COLLEGE</b></p>
<b>Wilmington University</b>	<a href="http://www.wilmu.edu">www.wilmu.edu</a>	
<p><u>New Castle County</u></p> <p>New Castle  320 North Dupont Highway  New Castle, DE 19720  (302) 356-4636</p> <p>Wilson Graduate Center  31 Reads Way  New Castle, DE 19720  (302) 655-5400</p> <p>Brandywine  3509 Silverside Road  Talley Building, Suite 100  Wilmington, DE 19810  (302) 478-2491</p> <p>Middletown  651 North Broad Street  Middletown, DE 19709  (302) 378-0360</p>	<p><u>Kent County</u></p> <p>Dover  3282 North Dupont Highway  Building 1  Dover, DE 19901  (302) 734-2594</p> <p>Dover Air Force Base  436 FSS/FSDE  261 Chad Street, Room 301  Dover Air Force Base, DE 19902  (302) 674-8726</p>	<p><u>Sussex County</u></p> <p>Georgetown  Carter Partnership Center  21225 College Drive  Georgetown, DE 19947  (302) 856-5780</p> <p>Rehoboth Beach  41 Rehoboth Avenue  Rehoboth Beach, DE 19971  (302) 227-6295</p> <div style="text-align: center;">  </div>
<b>Springfield College</b>		
<p>School of Human Services  1007 Orange Street, Suite 500  Wilmington, DE 19801  (302)-658-5720</p>	<a href="http://www.springfieldcollege.edu/springfield-college-school-of-human-services/campus-locations/school-of-human-services-wilmington-delaware/index">http://www.springfieldcollege.edu/springfield-college-school-of-human-services/campus-locations/school-of-human-services-wilmington-delaware/index</a>	
<b>University of Delaware</b>	<a href="http://www.udel.edu">www.udel.edu</a>	
<p>Human Development &amp; Family Studies  111 Allison Hall West  Newark, DE 19716  (302) 831-6500</p>	<a href="http://www.hdfs.udel.edu">www.hdfs.udel.edu</a>	
<b>Delaware State University</b>	<a href="http://www.desu.edu">www.desu.edu</a>	
<p>College of Education, Health &amp; Public Policy  1200 North DuPont Highway  Dover, DE 19901  (302) 857-6060</p>	<a href="http://www.desu.edu/health-and-public-policy/early-childhood-education-birth-grade-2">http://www.desu.edu/health-and-public-policy/early-childhood-education-birth-grade-2</a>	

## **T.E.A.C.H. Early Childhood® Delaware**

T.E.A.C.H. Early Childhood® (Teacher Education and Compensation Helps) is a scholarship and support program administered by the Delaware Association for the Education of Young Children (DAEYC) that offers financial assistance to help pay for Associate and Bachelor degrees in early care and education (ECE) and the Child Development Associate (CDA) Credential.

### **Scholarships:**

- CDA Assessment
  - \$375 of Assessment Fee
- Associate Degree in Early Childhood
  - 85% of Tuition
  - 90% of Books
  - Travel Allowance
- Bachelor's Degree in Early Childhood
  - 85% of Tuition
  - 90% of Books
  - Travel Allowance



**T.E.A.C.H. does not have a scholarship for T.E.C.E. I and II. Course work must be completed before potential scholars apply to T.E.A.C.H. for the CDA Credential.**

### **Who is eligible for the scholarship program?**

Early childhood professionals who:

- Work in Delaware.
- Possess a high school diploma or equivalent.
- Work a minimum of 20 hours per week in a licensed early care and education (ECE) or school-age program.
- Have a minimum of 6 months experience in the field or are a Level 2 family child care provider.
- Earn less than \$15.00/hour.
- Are committed to remaining in the ECE field.
- For a Bachelor's Degree Scholarship – must have completed an Associate Degree or 55 college credits that are accepted toward a Bachelor's degree in ECE.

For information about the scholarships through T.E.A.C.H. Early Childhood®, Contact **Paula Holloway**, T.E.A.C.H. Early Childhood Coordinator, [pholloway@daeyc.org](mailto:pholloway@daeyc.org) or **Lynn Jezyk**, T.E.A.C.H. Early Childhood® Delaware Counselor, [ljezyk@daeyc.org](mailto:ljezyk@daeyc.org) at 302-764-1501 or visit <http://teach.daeyc.org/>

T.E.A.C.H. Early Childhood® Delaware is funded by the Delaware Department of Education, Delaware Department of Health and Social Services, and the Office of Early Learning.

## **Compensation, Retention, and Education (CORE) Awards**

The Delaware Association for the Education of Young Children (DAEYC) administers the Compensation, Retention, and Education (CORE) Awards in collaboration with the Delaware Office of Early Learning. Funding for the awards is provided by the Early Learning Challenge Grant. CORE is an incentive program for early childhood professionals in Delaware. The objective of this program is to motivate early childhood professionals to advance their formal education and credentials, as well as stabilize their positions with their current employers. CORE provides the opportunity for individual early childhood professionals employed in programs participating in Delaware Stars, at Star 3,4, or 5, and who work a minimum of 30 hours per week with children birth through 5, to be compensated for their commitment to improving the quality of Delaware's early childhood system.

Compensation, Retention, and Education (CORE) Awards is a collaborative effort committed to the following outcomes:

1. Reduce turnover of highly qualified teachers in child care classrooms;
2. Ensure continued and successful completion of formal education for early childhood professionals; and
3. Support wages of early childhood professionals.

CORE offers two types of financial awards:

- Education Attainment Awards
- Retention Awards

These awards offer meaningful financial compensation to professionals and programs along with technical assistance and career advisement to support your professional growth and development.

For detailed information about the CORE Awards, visit <http://www.daeyc.org/core/> or contact the CORE Coordinator at 302-764-1500.

# CORE

Compensation, Retention, and Education Awards



## What is the Child Development Associate Credential?

The Council for Professional Recognition operates the Child Development Associate (CDA) Credentialing program. The CDA represents a national effort to credential qualified providers who work with children from birth through age five.



A Child Development Associate is an individual who has successfully completed the CDA assessment and has been awarded the Credential. By receiving the credential, the provider has demonstrated that s/he is able to meet the specific needs of children and works with parents to nurture the

child's emotional, physical, intellectual, and social development. The individual must also demonstrate their ability to meet the CDA Competency Goals. There are thirteen functional areas from which the goals were developed: Safety, Health, Learning Environment, Physical, Cognitive, Communication, Creative, Self, Social, Guidance, Families, Program Management, and Professionalism.

*In order to receive the CDA you must meet the following requirements:*

- Be 18 years of age or older
- Hold a high school diploma or GED
- Have 480 hours of experience working with children within the past 3 years
- Have 120 clock hours of formal education/training in 8 subject areas
- Complete a professional portfolio

To begin the process of receiving your CDA, contact the Council for Early Childhood Professional Recognition at (800) 424-4310 or (202) 265-9090 for an assessment application packet. The cost for the application packet is \$25 and the assessment fee is \$425.

For information on CDA assessment fee scholarships through T.E.A.C.H. Early Childhood<sup>®</sup>, contact Paula Holloway, T.E.A.C.H. Early Childhood Coordinator at 302-764-1501.



## How Do I Renew My CDA?

A CDA Credential is valid for three years from the award date. A CDA Credential may only be renewed for the original setting, age-level certification, and specialization. The purpose of the CDA renewal is to ensure that Child Development Associates are maintaining current knowledge and skills in their work with young children and families. The Council charges \$100 for processing paper Renewal Applications. Candidates applying online will receive a \$25 discount and the online renewal fee is \$75. Payment is due in full at the time of application.

**Renewal criteria** All CDA Renewal Candidates must meet the following five criteria:

1. Documented proof of a current Red Cross or other nationally recognized agency First Aid and Infant/Child (Pediatric) CPR certification.
2. Documented proof of one of the following types of training in early childhood education/child development, principles of adult learning, mental health counselling, etc.:
  - 4.5 **Continuing Education Units** (CEUs)
  - a three-credit-hour course
  - or 45 clock hours



***Note: These hours must be in addition to the original 120 clock hours required when the Candidate obtained the CDA Credential.***

3. Documented proof of recent (within one year) work experience prior to your renewal.
  - Must have worked a minimum of 80 hours with young children or families. This must be documented in a letter from your supervisor. (Note: The letter from your supervisor should specify, "Works with children".)
4. A completed Letter of Recommendation Form regarding the CDA's competence with young children prepared by an early childhood education (ECE) Reviewer.
5. Documented proof current individual membership with a national or local early childhood professional organization.

### **Renewal process**

The renewal process involves three steps:

1. **Purchase a Renewal Packet:** The *Renewal Packet* applies to all four types of credentials — Center-based Preschool; Center-based Infant/Toddler; Family Child Care; and Home Visitor.
2. **Gather required documentation** as outlined above in the five renewal criteria
3. **Apply for the CDA Renewal:** if you meet all requirements, you are ready to fill out and submit your CDA Renewal Application.

#### **Notes:**

- The fastest and easiest way to renew your CDA Credential is to apply online.  
<http://www.cdacouncil.org/yourcda>
- You may submit your Renewal Application no sooner than *six months* before your credential expiration date. You must renew your credential before it expires. Your credential will expire 3-years from the date of award.

## **What is Training for Early Care and Education (TECE)?**

Training for Early Care & Education I and Training for Early Care & Education II are two 60-hour packages of training that encompass the 13 functional topic areas and competency goals for CDA. Participants are required to meet attendance requirements, complete homework assignments, and pass quizzes to successfully complete the course.

### **TECE I & II are sponsored by the following educational Institutions:**

<b>Kent County:</b> Delaware Technical & Community College 100 Campus Drive Dover, DE 19904 302-857-1400	Polytech Adult Education 823 Walnut Shade Road Woodside, DE 19980 302-697-4545
<b>New Castle County:</b> Delaware Skills Center 13th & Clifford Brown Walk Wilmington, DE 19801 302-654-5392	Delaware Technical & Community College Stanton Campus 400 Stanton-Christiana Rd. Newark, DE 19713 302-830-5209
Delaware Technical & Community College Wilmington Campus 333 Shipley St. Wilmington, DE 19801 302-830-5209	New Castle County Vo-Tech Adult Education 1703 School Lane Wilmington, DE 19808 302-683-3643
<b>Sussex County:</b> Delaware Technical & Community College Owens Campus, Rte. 18 Georgetown, DE 19947 302-854-6966	Sussex Tech Adult Education 17099 County Seat Hwy. Georgetown, DE 19947 302-856-9035

### **Online TECE I & II**

For more information and to register for the online CDA (TECE I and TECE II) training visit the **Online Child Care Professional Education Center** at

<http://www.smarthorizons.org/naccrra/diec/>.

These training courses are designed to help early childhood professionals complete annual training requirements and acquire required training hours for those seeking a Child Development Associate (CDA) credential, CDA credential renewal or in-service training. The courses provide a variety of engaging topics designed specifically for the early childhood professional.

## On-Going Professional Development

The Delaware Institute for Excellence in Early Childhood (DIEEC), in partnership with both public and private stakeholders, works to create and sustain a responsive, data driven system for enhancing the professional knowledge and skills of those who work with children from birth through age twelve. The Professional Development Department within the DIEEC is committed to quality in professional development. A combination of approved content, evaluation, and instructors who are highly competent within their areas of teaching are expected to help ensure that trainings and coursework are of exceptional quality. DIEEC partners with other state, nonprofit, and educational organizations to ensure a high quality early care and education system in the state of Delaware.



### **All Quality Assured (QA) Training:**

- Is aligned with the Early Learning Foundations, School-Age or Early Childhood Competencies, and Stars Standards;
- Is evidence based, reflects best practice, is rooted in the latest research in early childhood education, and is responsive to each learner;
- Has objectives and outcomes that are linked to the training, with ongoing assessment;
- Is responsive to the learner and follows the adult learning principles; and
- Must go through a rigorous quality assurance process, and all approved instructors must meet the requirements of subject matter expert.

The Professional Development Department at DIEEC offers a variety of Quality Assured workshops to meet the needs of Early Childhood professionals in Delaware. Please refer to the list of workshops sponsored by the DIEEC, listed below, by competency area.

1. Child/Youth Development (CD)
2. Environment/Curriculum (EC)
3. Social Emotional Development (SE)
4. Observation & Assessment (OA)
5. Health, Safety, Nutrition (HS)
6. Family & Community (FM)
7. Professionalism (PR)
8. Management & Administration (MA)
9. Multi-Topic (MT)

All Quality Assured workshops will have content that is consistent with reliable child development theory & principles; professional competencies; best practices; quality standards and licensing regulations. Each workshop is comprehensive and reinforces skills to support children's development.

The DIEEC Professional Development Department develops, approves, delivers, and coordinates Quality Assured Professional Development. All QA training sponsored by the DIEEC or other approved sponsoring organizations or instructors will be advertised on the Training Calendar. Successful completion of QA training hours will be reflected on your personal transcript; which can be accessed on your Training Profile. If a participant is interested in registering for QA training; he/she should access it through the online calendar. In order to register for quality assured training, please create a profile in the registry (<https://dieecpd.org/>) and click on the training calendar.

**Provider Pursuits** is a bi-annual publication that provides up to date information for Delaware early childhood professionals, including quality assured professional development. Providers can register for professional development opportunities on the web, at the DIEEC. On-line versions of the publication can be viewed at <https://dieecpd.org/provider-pursuits>.

### **What Is an Early Childhood Credential?**

A professional Credential recognizes a level of achievement and expertise that reflects current research and best practice. Credentials are coordinated by the Delaware Institute for Excellence in Early Childhood and awarded by the Delaware Department of Education.

For the most current information and details about the Early Childhood Credentials and the application process, please visit the DIEEC website:

<https://dieecpd.org/early-childhood-credentials>

## What Is the Office of Child Care Licensing?

The Office of Child Care Licensing licenses child care facilities in Delaware. These facilities include:

- **Family Child Care Homes** – child care in a private home for one (1) to six (6) children preschool-age or younger and one (1) to three (3) school-age children;
- **Large Family Child Care Homes** – child care in a private home or commercial (non-residential) setting for seven (7) to twelve (12) children preschool-age or younger and one (1) or two (2) school-age children;
- **Early Care and Education and School-Age Centers** (includes day care centers, nursery schools, preschools, before/after school care, and out of school care) – child care in a commercial (non-residential) setting for thirteen (13) or more children;
- **Residential Child Care Facilities and Day Treatment Programs** – services for children with behavioral dysfunctions; developmental, emotional, mental or physical impairments; and/or chemical dependencies; and
- **Child Placement Agencies** – adoption and foster care services

### Note:

**Each type of child care facility has its own licensing rules and specific procedures for becoming licensed.**

### Office of Child Care Licensing Contact Information

#### **New Castle County**

Mailing Address: 1825 Faulkland Rd, Wilmington, DE 19805

Telephone: 302-892-5800

FAX: 302-633-5112

#### **Kent & Sussex Counties**

Mailing Address: 821 Silver Lake Blvd., Suite 103, Dover, DE 19904

Telephone: 302-739-5487 or 1-800-822-2236

FAX: 302-739-6589

## How Many Annual Training Hours Are Needed for Licensing?

Annual training hours are required under *Delacare Rules* for those working in licensed child care facilities. To ensure that the early childhood workforce acquires and maintains essential knowledge and skills; the Licensees of Family Child Care (FCC) Homes, staff members of Large Family Child Care (LFCC) Homes, Early Care and Education (ECE), and School-Age (SA) Centers are required to successfully complete annual training hours each licensure year.

Specific annual training requirements are specified in *Delacare Rules* as follows:

- FCC Licensees – Twelve (12) Clock Hours (*Delacare: Rules for Family Child Care Homes – Rules #134-135*)
- LFCC Staff Members– Fifteen (15) Clock Hours (*Delacare: Rules for Large Family Child Care Homes – Rules #165-166*)
- ECE and SA Center Staff Members – Eighteen (18)\* Clock Hours (*Delacare: Rules for Early Care and Education and School-Age Centers – Rules #177-1 78*)
- ECE/SA Center Staff Members working less than twenty-five (25) hours per week are required to take at least nine (9) hours of training each licensure year.

**Note:** Your employer may require additional training and/or training in a specific content area.

## What is Delaware Stars for Early Success?

Delaware Stars for Early Success is a Quality Rating and Improvement System (QRIS), which is a method used to assess, improve and communicate the level of quality in early care and education and school-age settings. It establishes quality standards for programs and provides technical assistance and limited financial support to programs involved in Stars as they engage in quality improvement efforts. Delaware Stars was implemented in 2007 and continues to enroll new programs.

Delaware Stars is funded by the Delaware Department of Education and Office of Early Learning and is implemented by the Delaware Institute for Excellence in Early Childhood (DIEEC) in the Department of Human Development and Family Studies in the College of Education and Human Development at the University of Delaware.

Visit the Stars website for detailed information at <http://www.delawarestars.udel.edu/>

### **Contact Information:**

**Phone:** 302-831-3239

**Email:** [Institute-Early-Childhood@udel.edu](mailto:Institute-Early-Childhood@udel.edu)



## What Professional Development Is Needed for Delaware Stars?

The Delaware Stars program provides a voluntary mechanism for assisting programs to meet high standards. Providers participating in Delaware Stars are encouraged to work on Stars standards to enhance their professional development through taking quality assured training, obtaining credentials, and moving up the career lattice.

Refer to the Stars standards for each program type on the Delaware Stars website:

<http://www.delawarestars.udel.edu/standards/>

**Note:** Providers participating in Delaware Stars are engaged in professional development activity beyond the annual requirements for licensing.

## What is the National Association for the Education of Young Children?

The **National Association for the Education of Young Children (NAEYC)** is a large nonprofit professional membership association representing early childhood education teachers, para-educators, center directors, trainers, college educators, families of young children, policy makers, and advocates. NAEYC is focused on improving the well-being of young children, with particular emphasis on the quality of educational and developmental services for children from birth through age 8.



NAEYC's mission is based on three major goals and guidelines: Bettering well-qualified practitioners and improving the conditions these professionals work in, improving early childhood education by working to deliver a high-quality system of supporting early childhood programs, and encouraging excellence in childhood education for all children by constructing an extraordinary, all-around organization of groups and individuals who are committed to promoting excellence in early childhood education for all young children.

NAEYC accredits early childhood programs according to health, safety and education standards. The standards are intended to provide a more reliable and accountable accreditation system and to encourage the field of early childhood education to strive for a new level of excellence. NAEYC also accredits academic degree programs for early childhood educators.

Members join NAEYC through their community Affiliate Group. That way you receive all the benefits of NAEYC membership and enjoy the benefits of membership in local, state, and regional early childhood organizations at the same time!

## What is the Delaware Association for the Education of Young Children?

NAEYC members are organized in a vibrant network of local and state Affiliate groups that share NAEYC goals in working on behalf of young children and early childhood professionals. The **Delaware Association for the Education of Young Children (DAEYC)** is **YOUR** state affiliate. DAEYC serves and acts on behalf of the needs, rights and well-being of all young children and their families in Delaware.



For detailed information about how to join DAEYC and member benefits, visit [www.daeyc.org](http://www.daeyc.org) or contact the DAEYC Membership Coordinator.

Delaware Association for the Education of Young Children  
2004 Foulk Road, Suite 6  
Wilmington, Delaware, 19810  
(302) 764-1500

## What Does It Mean?

(A breakdown of the acronyms familiar to Early Childhood)

AA/AS	Associate's Degree
ADA	Americans with Disabilities Act
ADD	Attention Deficit Disorder
ADHD	Attention Deficit Hyperactivity Disorder
BA/BS	Bachelor's Degree
CACFP	Child and Adult Care Food Program
CBC	Criminal Background Check
CCR&R	Child Care Resource & Referral
CDA	Child Development Associate Credential
CDC	Center for Disease Control
CEC	Council for Exceptional Children
CEU	Continuing Education Unit
CFF	Children and Families First
CORE	Compensation Retention and Education Awards
CPS	Child Protective Services
DAEYC	Delaware Association for the Education of Young Children
DECC	Delaware Early Childhood Council
DEEDS	Delaware Educator Data System
DIEEC	Delaware Institute for Excellence in Early Childhood
DFS	Division of Family Services
DHSA	Delaware Head Start Association
DHSS	Department of Health and Social Services
DOE	Department of Education
DPEC	Delaware Practitioners in Early Childhood
DPH	Division of Public Health
DSCYF	Department of Services for Children, Youth, and Their Families
DSS	Division of Social Services
DSU	Delaware State University
DTCC	Delaware Technical and Community College
ECE	Early Care and Education OR Early Childhood Education
ECERS-R	Early Childhood Environment Rating Scale-Revised
ERS	Environment Rating Scales



ELF	Early Learning Foundation
FCC	Family Child Care
FCCERS-R	Family Child Care Environment Rating Scale-Revised
GED	General Education Diploma
IDEA	Individuals with Disabilities Act
IEP	Individualized Education Plan
IFSP	Individual Family Service Plan
IT	Infant Toddler
ITERS-R	Infant Toddler Rating Scale
LFCC	Large Family Child Care
MA/MS	Master's Degree
NACCRRRA	now known as - Child Care Aware of America
NAEYC	National Association for the Education of Young Children
NAFCC	National Association for Family Child Care
NHSA	National Head Start Association
NKAD	Nursery Kindergarten Association of Delaware
OCCL	Office of Child Care Licensing
OEL	Office of Early Learning
PD	Professional Development
PhD	Doctorate Degree
POC	Purchase of Care
QA	Quality Assured
QRIS	Quality Rating and Improvement System
SACERS	School-Age Care Environment Rating Scale
TANF	Temporary Assistance for Needy Families
TECE	Training for Early Care and Education
T.E.A.C.H	Teacher Education and Compensation Helps
UD	University of Delaware
SA	School-Age
SC	Springfield College
WEAC	Wilmington Education Advisory Council
WECEC	Wilmington Early Care and Education Council
WIC	Nutrition Program for Women, Infants, and Children
WU	Wilmington University

## **Choosing a Career in Early Childhood**

Early Childhood can be an exciting and rewarding field. Working in early childhood presents a wonderful opportunity to have a positive impact on the lives of children and their families in your community. Research has confirmed that the education of the workforce directly impacts the children and the quality of care that they receive.

As the demand for higher quality early care increases, so does the demand for early childhood professionals. The early childhood profession encompasses people who work with young children and families in a variety of settings.

Some early childhood options that center on working directly with children of various groups are:

- Assistant Teacher
- Classroom Aide/Intern
- Elementary Teacher
- Family Child Care provider
- Home Visitor
- Hospital Child Life Specialist
- Kindergarten Teacher
- Lead Teacher/Teacher
- Paraprofessional/Public School
- Special Education Teacher

Some early childhood career options that center on working directly with families, adults, or students are:

- Child & Adult Care Food Program Monitor
- Child Development Associate Advisor
- Center Administrator
- College Instructor
- Community Based Trainer
- Diagnostician
- Early Interventionist Case Manager
- ECE Curriculum Coordinator
- Family & Consumer Science Teacher
- Family Service Worker
- Licensing Specialist
- Purchase of Care Child Care Monitor
- Therapist
- Resource and Referral Specialist
- School Psychologist

The Delaware Department of Education has developed a career framework for early childhood professionals called the Career Lattice. Delaware's Early Childhood Career Lattice was developed to assist early childhood professionals in career planning. The Educational Steps are based on Licensing Regulations and Delaware Stars quality standards. Each Step of the Career Lattice includes examples of early childhood positions that are aligned with the educational requirements so you can plan for your future.

# Delaware Early Childhood Career Lattice

A listing of educational requirements and corresponding career opportunities for employment in the early childhood field

## Educational Steps

## Career Options

<b>Step 1:</b> <ul style="list-style-type: none"> <li>❖ Completed <i>Introduction</i> course: 12-15 hours Family Child Care; 15-18 hours Early Care and Education or School Age Centers; or 3 ECE credits; <b>OR</b></li> <li>❖ Delaware First (DPEC) or DelaCare qualified</li> </ul>	Family Child Care Level I Licensee (old rules-grandfathered position); Large Family Child Care Assistant; Early Childhood Caregiver (grandfathered position); Early Childhood Intern; School -Age Intern; School-Age Site Assistant
<b>Step 2:</b> <ul style="list-style-type: none"> <li>❖ High School Diploma or GED certificate; <b>OR</b></li> <li>❖ Delaware First (DPEC) or DelaCare qualified</li> </ul>	Family Child Care Level I Licensee (2009- new Rules)
<b>Step 3:</b> <ul style="list-style-type: none"> <li>❖ Successful completion of Training for Early Care &amp; Education (TECE) I; or 6 ECE credits; or 60 clock hours**; or equivalent as determined by DPEC; <b>OR</b></li> <li>❖ Delaware First (DPEC) or DelaCare qualified</li> </ul>	Early Childhood Assistant Teacher; Level II Family Child Care Licensee**; School-Age Site Assistant
<b>Step 4:</b> <ul style="list-style-type: none"> <li>❖ Successful completion of Training for Early Care and Education (TECE) I &amp; 2; or 9 ECE credits or Valid CDA; or 9 SA related credits; or equivalent as determined by DPEC; <b>OR</b></li> <li>❖ Delaware First (DPEC) or DelaCare qualified</li> </ul>	Early Childhood Teacher; Large Family Child Care Licensee; Head Start Teacher/Assistant Teacher (CDA or 12 ECE credits); <i>CDA Advisor; Family Child Care Accreditation Validator</i>
<b>Step 4.5:</b> <ul style="list-style-type: none"> <li>❖ Early Childhood Credential (Inclusion, School-Age, Preschool, Infant Toddler, Family Child Care or Administration)</li> <li>❖ Early Childhood Journey person (completed two year EC Apprenticeship)</li> </ul>	
<b>Step 5:</b> <ul style="list-style-type: none"> <li>❖ 15 ECE credits; or 12 SA related credits; <b>OR</b></li> <li>❖ Delaware First (DPEC) or DelaCare qualified; <b>OR</b></li> <li>❖ Montessori Associate Credential (infant toddler or early childhood)</li> </ul>	Curriculum Coordinator (without a degree- grandfathered position); Early Childhood Administrator (without a degree- grandfathered position); Montessori Assistant Teacher; School-Age Site Coordinator
<b>Step 5.5:</b> <ul style="list-style-type: none"> <li>❖ Early Childhood Credential (Inclusion, School-Age, Preschool, Infant Toddler, Family Child Care or Administration)</li> </ul>	
<b>Step 6:</b> <ul style="list-style-type: none"> <li>❖ 30 college credits, must include 15 ECE or 12 SA credits</li> </ul>	
<b>Step 6.5:</b> <ul style="list-style-type: none"> <li>❖ Early Childhood Credential (Inclusion, School-Age, Preschool, Infant Toddler, Family Child Care or Administration)</li> </ul>	
<b>Step 7:</b> <ul style="list-style-type: none"> <li>❖ AA/AS, must include 15 ECE or 12 SA credits; <b>OR</b></li> <li>❖ Delaware First (DPEC) qualified</li> </ul> <p>-----</p> <ul style="list-style-type: none"> <li>❖ <i>Additional training or education may be required for these positions related to ECE or SA field; may not need 15 credits in ECE or SA</i></li> </ul>	Head Start Teacher; Early Head Start Home Visitor; Early Childhood Administrator; Early Childhood Curriculum Coordinator; School-Age Administrator  ----- <i>Basic Instructor; Parent Educator; Family Service Worker; Home Visitor; Therapy Assistant; Para-Educator; POC Monitor; CACFP Monitor</i>
<b>Step 7.5:</b> <ul style="list-style-type: none"> <li>❖ Early Childhood Credential (Inclusion, School-Age, Preschool, Infant Toddler, Family Child Care or Administration)</li> </ul>	
<b>Step 8:</b> <ul style="list-style-type: none"> <li>❖ BA/BS, must include 15 ECE or 12 SA credits; <b>OR</b></li> <li>❖ Montessori Credential (infant toddler, early childhood, or administration)</li> </ul> <p>-----</p> <ul style="list-style-type: none"> <li>❖ <i>Additional training or education may be required for these positions related to ECE or SA field; may not need 15 credits in ECE or SA</i></li> </ul>	Montessori Lead Teacher (IT, SA or EC); Head Start Program/Center Coordinator; Early Head Start Program Coordinator; Early Head Start Director; Montessori Administrator; <i>Early Head Start Family Advocate; CDA Representative</i>  ----- <i>Intermediate or Master Instructor; Mentor; Coach; Technical Assistant; Assessor; Preschool Special Education Teacher; Early Childhood Special Educator; Public School Teacher; Resource and Referral Specialist; Licensing Specialist; Community College Instructor; Child Life Specialist; Career Advisor; NAEYC Accreditation Validator; Child Development Specialist; Child Care Health Consultant; Early Intervention Service Coordinator</i>
<b>Step 8.5:</b> <ul style="list-style-type: none"> <li>❖ Early Childhood Credential (Inclusion, School-Age, Preschool, Infant Toddler, Family Child Care or Administration)</li> </ul>	
<b>Step 9:</b> <ul style="list-style-type: none"> <li>❖ MA/MS/MEd, must include 15 ECE or 12 SA credits</li> </ul> <p>-----</p> <ul style="list-style-type: none"> <li>❖ <i>Additional training or education may be required for these positions related to ECE or SA field; may not need 15 credits in ECE or SA</i></li> </ul>	----- <i>Occupational Therapist; Physical Therapist; Speech Language Pathologist; Advanced Practical Nurse; Higher Education Faculty; School Administrator; Special Education Coordinator; Public Policy Administrator; Researcher; Counselor; Children's Librarian</i>
<b>Step 10:</b> <ul style="list-style-type: none"> <li>❖ PhD/EdD, must include 15 ECE or 12 SA credits</li> </ul> <p>-----</p> <ul style="list-style-type: none"> <li>❖ <i>Additional training or education may be required for these positions related to ECE or SA field; may not need 15 credits in ECE or SA</i></li> </ul>	----- <i>Higher Education Faculty; School District Superintendent; Psychologist</i>

## Delaware Early Childhood Career Lattice continued...

**Note:**

- Steps 3 & 4 require documentation of High School Diploma or GED certificate.
- Attainment of more than one Credential does not automatically increase your Step. Completion of additional college coursework is required to move to the next full Step. For example: at Step 4.5 with successful completion of TECE 1 & 2 and an Inclusion Credential, the early childhood professional cannot move to Step 5.5 without completing the educational requirements of Step 5 and successfully completing another credential.
- Continued employment in a licensed early care and education or school-age center or a family/large family child care will depend on completing required annual training hours; a valid CPR and first aid; and a professional development plan.
- The Career Options list at each Career Lattice Step does not guarantee eligibility for employment as other conditions may apply, such as minimum age, experience and/or advanced education

## Notes

## Notes



<http://i1.wp.com/www.jewishpress.com>

Developed by Career Advisement administered by the Delaware Association for the Education of Young Children.  
Funded by the Delaware Department of Education and Office of Early Learning



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[www.daeyc.org](http://www.daeyc.org)