

NEW YORK WORKS FOR CHILDREN CAREER LADDER

This career ladder is intended for early childhood educators who work directly with children and families in the following programs: informal and licensed family child care, center-based child care, school-based early childhood classrooms, Universal Prekindergarten, early childhood special education programs, Head Start, and Early Intervention. The professional levels are based on formal education. The steps within each level allow for progression based on experience working with children and families, additional early childhood credentials, and NYS Teacher or Administrator Certification. Early childhood educators should use the career ladder, in conjunction with the NYS Core Competency Assessment and the Professional Development Planning Tool, to plan and track their professional growth.

QUALIFICATIONS	STEP
LEVEL 1 Less Than a High School Diploma or Equivalent	1A 3 years of experience* 1B 5 years of experience 1C 10 years of experience
LEVEL 2 High School Diploma or Equivalent	2A 2 years of experience 2B 5 years of experience 2C 5 years of experience and an early childhood credential
LEVEL 3 Non-Credit Bearing Child Development Associate's Credential (CDA)	3A 2 years of experience 3B 5 years of experience 3C 10 years of experience
LEVEL 4 Some College Coursework or an Associate's Degree not in Early Childhood Education or a Related Field.	4A 9 credits in Early Childhood Education and 2 years of experience 4B 15 credits in Early Childhood Education and 3 years of experience 4C 18 credits in Early Childhood Education and 5 years of experience
LEVEL 5 Associate's Degree in Early Childhood Education or a Related Field	5A 2 years of experience 5B 3 years of experience and an early childhood credential 5C 5 years of experience and an early childhood credential

*"Experience" refers to the number of years an individual has worked with children and families in an early childhood setting.

QUALIFICATIONS	STEP
LEVEL 6 Bachelor's Degree	6A 9 credits in Early Childhood Education and 2 years of experience 6B 15 credits in Early Childhood Education and 3 years of experience 6C 18 credits in Early Childhood Education and 5 years of experience
LEVEL 7 Bachelor's Degree in Early Childhood Education or a Related Field	7A 2 years of experience 7B 5 years of experience 7C 5 years of experience and NYS Teacher Certification
LEVEL 8 Master's Degree in Early Childhood Education or a Related Field	8A 3 years of experience 8B 3 years of experience and NYS Teacher Certification 8C 5 years of experience and NYS Teacher Certification
LEVEL 9 Master's Degree in Early Childhood Education or a Related Field and Administrator Certification or Graduate Level CPAC	9A 3 years of experience as a program- or school-based administrator 9B 5 years of experience as a program- or school-based administrator 9C 10 years of experience as a program- or school-based administrator
LEVEL 10 Doctoral Degree in Early Childhood Education or a Related Field	10A 5 years of experience working directly with children and families or as a program- or school-based administrator 10B 10 years of experience working directly with children and families or as a program- or school-based administrator 10C 15 or more years of experience working directly with children and families, or as a program- or school-based administrator

Early Childhood Credentials

- NYS Children's Program Administrator
- NYS Infant Toddler Care and Education Credential
- NYS Early Childhood One Year Certificate
- NYS Family Child Care Credential
- NYS Early Learning Trainer Credential
- NYS School-age Child Care Credential
- Family Development Credential
- American Montessori Society, Infant/Toddler Credential
- American Montessori Society, Early Childhood Credential
- Association Montessori International Certification
- National Association for Family Child Care Accreditation