

# PROFESSIONAL DEVELOPMENT OPPORTUNITIES FOR STAFF

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HEAD START LEADERSHIP CONFERENCE



Sally Holloway – Whatcom Community College

# Sally Holloway



Whatcom Community College

Early Childhood Education Project Director

- ▣ Past President of the Early Childhood Teacher Preparation Council
- ▣ Served in the creation of the career lattice for the Department of Early Learning
- ▣ Chaired the workgroup on common courses and state stackable certificates



# The WA Career Lattice for ECE

# WASHINGTON STATE CAREER LATTICE | Early Care and Education Professionals

CORE COMPETENCY / EDUCATION MASTERY

REQUIREMENTS

**1**  
LEVEL

**ENTRY-LEVEL  
PROFESSIONAL**

- High school diploma or GED
- Child Care Basics STARS course, 3 credits / 30 hours **OR** Introduction to Early Childhood Education 5-credit class

**2**  
LEVEL

**STATEWIDE  
CREDENTIAL**

## STATE STACKABLE CERTIFICATES

- Initial State ECE Certificate (12 credits) or CDA
- Short State ECE Certificate of Specializations (additional 8 credits / 20 credits total)
- State ECE Certificate (additional 27 credits / 47 credits total)

**3**  
LEVEL

**ASSOCIATE  
DEGREE**

- Technical Associate Degree in ECE
- Articulated Associate ECE Degree
- General Education Associate Degree

**4**  
LEVEL

**BACHELOR  
DEGREE**

- ECE Bachelor's Degree – with or without K-12 teacher certification
- Approved related Bachelor's Degree

**5**  
LEVEL

**GRADUATE  
DEGREE**

- Master's Degree in ECE, or related
- Doctorate Degree in ECE, or related

**ACRONYMS** ECE: Early Childhood Education

**CORE COMPETENCIES** Early Care & Education Professionals: [www.del.wa.gov/publications/partnerships/docs/CoreCompetencies.pdf](http://www.del.wa.gov/publications/partnerships/docs/CoreCompetencies.pdf)  
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Washington State Department of  
**Early Learning**

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**1**  
LEVEL

# ENTRY LEVEL PROFESSIONAL

## REQUIREMENTS

- ▣ High School diploma or GED
- ▣ Child Care Basics (STARS) OR begin with 5-credit college course: Introduction to Early Childhood Education

# WASHINGTON STATE CAREER LATTICE | Early Care and Education Professionals

CORE COMPETENCY / EDUCATION MASTERY

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ENTRY-LEVEL  
PROFESSIONAL

LEVEL

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CREDENTIAL

LEVEL

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# STATEWIDE CREDENTIAL

## STATE STACKABLE CERTIFICATES

- Initial State ECE Certificate  
(12 credits) or CDA
- State ECE Short Certificate of Specializations  
(additional 8 credits / 20 total)
- State ECE Certificate  
(additional 27 credits / 47 credits total)



# 2 LEVEL

## EARLY CHILDHOOD EDUCATION STATEWIDE CREDENTIALS

# WA State Stackable Certificates

### LEVEL 2, STEP 1 STATE ECE INITIAL CERTIFICATE

12 credits total

#### REQUIRED COURSES:

- 5 credits:** Intro to Early Childhood Education (ECED& 105)
- 5 credits:** Health, Safety, Nutrition (ECED& 107)
- 2 credits:** Practicum: Focus on Relationships & Communication (ECED& 120)

### LEVEL 2, STEP 2 STATE ECE SHORT CERTIFICATE OF SPECIALIZATION

8 credits, (20 credits total)

#### COURSE OPTIONS:

##### Early Childhood Education (General)

- 5 credits:** Child Development (EDUC& 115)
- 3 credits:** Guiding Behavior (EDUC& 130)

##### Infant / Toddler Care

- 5 credits:** Child Development (EDUC& 115)
- 3 credits:** Infants/Toddlers Care (ECED& 132)

##### School-Age Care

- 5 credits:** Child Development (EDUC& 115)
- 3 credits:** School Age Care (EDUC& 136)

##### Family Child Care

- 5 credits:** Child Development (EDUC& 115)
- 3 credits:** Family Child Care (ECED& 134)

##### Administration

- 5 credits:** Child Development (EDUC& 115)
- 3 credits:** Admin Early Learning (ECED& 139)

### LEVEL 2, STEP 1 ECE INITIAL CERTIFICATE

12 credits total

### LEVEL 2, STEP 3 STATE ECE CERTIFICATE

27 credits, (47 credits total)

#### REQUIRED COURSES:

- 5 credits:** English 100, 101, or above
- 5 credits:** Math (Quantitative or Computational Math above 100 or designated "Q/SR")
- 3 credits:** Child/ Family/ Community (EDUC& 150)
- 3 credits:** Language/Literacy Develop (ECED& 180)
- 3 credits:** Observation/ Assessment (ECED& 190)
- 5 credits:** Curriculum Development (ECED& 160)
- 3 credits:** Environments, Young Child (ECED& 170)  
**OR**
- 3 credits:** Guiding Behavior (EDUC& 130)

### LEVEL 2, STEP 2 SHORT CERTIFICATE OF SPECIALIZATION

8 credits, (20 credits total)

### LEVEL 2, STEP 1 ECE INITIAL CERTIFICATE

12 credits total

Stackable certificates/degrees are made up of common courses available statewide. Course numbers, titles and student outcomes are consistent within the professional development system. Contact your local community or technical college for details on course offerings.



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# 2

LEVEL

## STATE STACKABLE CERTIFICATES

Initial State ECE Certificate

CLOSER  
LOOK

### STEP 1: Initial State ECE Certificate

- ▣ Practicum Required
- ▣ 12 credits total
  - 5 credits: Intro to Early Childhood Education
  - 5 credits: Health, Safety, Nutrition
  - 2 credits: Practicum: Focus on Relationships & Communication

# 2 LEVEL

## EARLY CHILDHOOD EDUCATION STATEWIDE CREDENTIALS

# WA State Stackable Certificates

### LEVEL 2, STEP 1 STATE ECE INITIAL CERTIFICATE

12 credits total

#### REQUIRED COURSES:

**5 credits:** Intro to Early Childhood Education (ECED& 105)

**5 credits:** Health, Safety, Nutrition (ECED& 107)

**2 credits:** Practicum: Focus on Relationships & Communication (ECED& 120)

### LEVEL 2, STEP 2 STATE ECE SHORT CERTIFICATE OF SPECIALIZATION

8 credits, (20 credits total)

#### COURSE OPTIONS:

##### Early Childhood Education (General)

**5 credits:** Child Development (EDUC& 115)

**3 credits:** Guiding Behavior (EDUC& 130)

##### Infant / Toddler Care

**5 credits:** Child Development (EDUC& 115)

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##### School-Age Care

**5 credits:** Child Development (EDUC& 115)

**3 credits:** School Age Care (EDUC& 136)

##### Family Child Care

**5 credits:** Child Development (EDUC& 115)

**3 credits:** Family Child Care (ECED& 134)

##### Administration

**5 credits:** Child Development (EDUC& 115)

**3 credits:** Admin Early Learning (ECED& 139)

### LEVEL 2, STEP 1 ECE INITIAL CERTIFICATE

12 credits total

### LEVEL 2, STEP 3 STATE ECE CERTIFICATE

27 credits, (47 credits total)

#### REQUIRED COURSES:

**5 credits:** English 100, 101, or above

**5 credits:** Math (Quantitative or Computational Math above 100 or designated "Q/SR")

**3 credits:** Child/ Family/ Community (EDUC& 150)

**3 credits:** Language/Literacy Develop (ECED& 180)

**3 credits:** Observation/ Assessment (ECED& 190)

**5 credits:** Curriculum Development (ECED& 160)

**3 credits:** Environments, Young Child  
**OR**  
(ECED& 170)

**3 credits:** Guiding Behavior (EDUC& 130)

### LEVEL 2, STEP 2 SHORT CERTIFICATE OF SPECIALIZATION

8 credits, (20 credits total)

### LEVEL 2, STEP 1 ECE INITIAL CERTIFICATE

12 credits total

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# 2

LEVEL

## STATE STACKABLE CERTIFICATES

Short State ECE Certificate of Specializations

CLOSER  
LOOK

### STEP 2: Short State ECE Certificate of Specializations

- Opportunities for Specialization
  - Early Childhood Education (General)
  - Infant/Toddler Care
  - School-Age Care
  - Family Child Care
  - Administration
- 8 credits (20 credits total)

# 2 LEVEL

## EARLY CHILDHOOD EDUCATION STATEWIDE CREDENTIALS

# WA State Stackable Certificates

### LEVEL 2, STEP 1 STATE ECE INITIAL CERTIFICATE

12 credits total

#### REQUIRED COURSES:

**5 credits:** Intro to Early Childhood Education (ECED& 105)

**5 credits:** Health, Safety, Nutrition (ECED& 107)

**2 credits:** Practicum: Focus on Relationships & Communication (ECED& 120)

### LEVEL 2, STEP 2 STATE ECE SHORT CERTIFICATE OF SPECIALIZATION

8 credits, (20 credits total)

#### COURSE OPTIONS:

##### Early Childhood Education (General)

**5 credits:** Child Development (EDUC& 115)

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**5 credits:** Child Development (EDUC& 115)

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### LEVEL 2, STEP 1 ECE INITIAL CERTIFICATE

12 credits total

### LEVEL 2, STEP 3 STATE ECE CERTIFICATE

27 credits, (47 credits total)

#### REQUIRED COURSES:

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**3 credits:** Child/ Family/ Community (EDUC& 150)

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**3 credits:** Guiding Behavior (EDUC& 130)

### LEVEL 2, STEP 2 SHORT CERTIFICATE OF SPECIALIZATION

8 credits, (20 credits total)

### LEVEL 2, STEP 1 ECE INITIAL CERTIFICATE

12 credits total

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# 2

LEVEL

## STATE STACKABLE CERTIFICATES

### State ECE Certificate

#### CLOSER LOOK

#### STEP 3: State ECE Certificate

- English and Math required
- 27 credits (47 credits total)
  - English 100, 101 or above
  - Math (Quantitative or Computational Math)
  - Child/Family Community
  - Language/Literacy Development
  - Observation/Assessment
  - Curriculum Development
  - Environments, Young Child
  - Guiding Behavior

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# 3

LEVEL

## ASSOCIATE DEGREE

Approximately 90 credits

- ▣ Technical Associate Degree in ECE
- ▣ Articulated Associate ECE Degree
- ▣ General Education Associate Degree



**3**

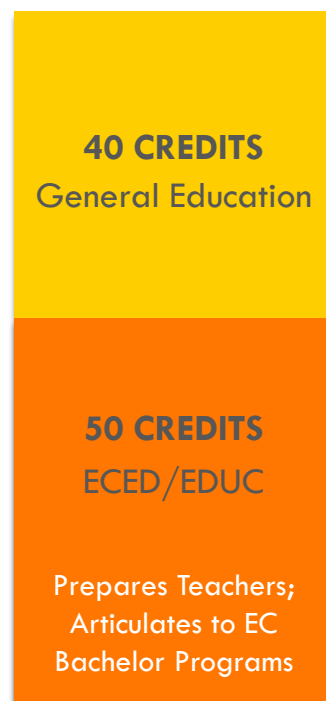
**LEVEL**

# Options for an AA in ECE

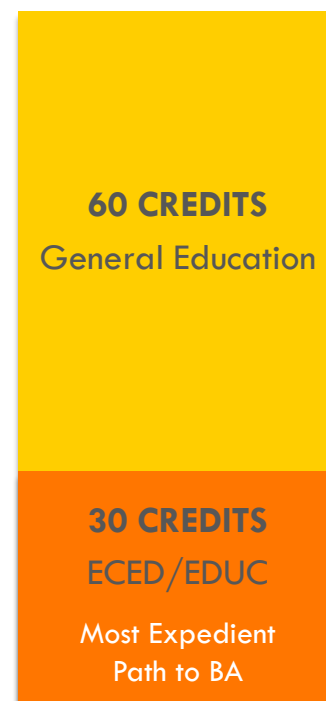
## ASSOCIATE DEGREE



Technical Associate Degree (ATA)



Articulated Associate Degree (AAS-t)



General Education Associate Degree (DTA)

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# 4 LEVEL

## BACHELOR DEGREE

- ▣ ECE Bachelor's Degree – with or without K-12 teacher certification
- ▣ Approved related Bachelor's Degree

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**5**  
LEVEL

## GRADUATE DEGREE

- ▣ Master's Degree in ECE or related
- ▣ Doctorate degree in ECE or related



# Available Resources

Support is available. Resources include:

- ▣ Financial Assistance
- ▣ College Success Supports
- ▣ ELL Support

# Resource: Financial Assistance

## CLOSER LOOK

### Early Achievers Opportunity Grant

- For professionals working in Early Achievers sites, planning to pursue an ECE certificate or AA degree
- Available at 18 colleges offering common course / certificates
- Provides:
  - Tuition
  - Funding for books
  - Student Support

### WA Child Care Professionals Scholarships

- Child Care Aware administers program for staff development employed at Early Achievers sites
- Provides:
  - Limited GED scholarships
  - CDA Assessment and Renewal fees
  - Scholarships for Associate degrees and limited Bachelor's degrees

# Resource: College Supports

## CLOSER LOOK

- ECE Points of Contact
  - Approximately 22 colleges offering Stackable State Certificate programs.
  - Advising, Program Planning & Mentoring
- Tutoring
- Learning Centers
- Counselors
- Career Planning Services
- Veterans Support



# Resource: ELL Support

## CLOSER LOOK

### ELL Support

- ▣ iBEST cohorts – **I**ntegrated **B**asic **E**ducation and **S**kills **T**raining.
  - Provides integrated ECE coursework with ELL and adult basic education coursework and supports.
- ▣ Dual Language Programs
  - Some courses offered in Spanish
  - Some dual language cohorts available



# Challenges & Solutions

# 1. Challenges & Solutions

- Challenge: Early Head Start Staff Preparation
- Solutions:
  - Infant/Toddler CDA
  - NEW OPTION: State ECE Short Certificate of Specializations in Infant/Toddler
    - Part of the stackable state certificates made up of common courses
    - Offered by 22 colleges statewide
    - Requires 27 credits. Includes Practicum in Infant Toddler program and one specialized Infant/Toddler Care course
    - Scholarships for EA employees

## 2. Challenges & Solutions



- Challenge: Lack of articulation between Associate and Bachelor programs
- Solutions:
  - Early Childhood Teacher Preparation Council members are focusing on updating articulation agreements
  - State HS Collaboration Office planning ECE Associate / Bachelors Degree Stakeholders Forum in 2014-15
  - “Points of Contact” in ECE college programs are providing quality advising and mentoring

# 3. Challenges & Solutions



- Challenge: Access to online professional development
- Solutions:
  - Community and technical colleges offer eLearning mentoring support
  - Colleges piloting satellite cohorts of students taking online classes together
  - WAOL – Washington Online Learning Consortium provides opportunities for ECE online classes to be available statewide
  - Laptops available for checkout at many colleges

# 4. Challenges & Solutions



- Confusion around CDA vs. State ECE Initial Certificate
  - ▣ What are the differences?
  - ▣ Which certification will best meet my professional goals?

# CDA vs. State ECE Initial Certificate

## CDA

**Requirements:** Set National CDA Council

- ▣ 120 hours Education plus 480 hours Experience
- ▣ Professional Portfolio
- ▣ Pass CDA Exam –Pearson Vue site
- ▣ Family Questionnaires
- ▣ Candidate classroom Observation

**Equivalent College Credits:** 10 credits at most WA community & technical colleges

**Renewal Frequency:** Expires within 3 years

**Cost:** Ranges from approx. \$924 to \$1,988 depending on provider

**Support Available:** Scholarships limited, level of support dependent on source of training

## State ECE Initial Certificate

**Requirements:** 3 of the statewide common courses totaling 12 credits

- ▣ Introduction to Early Childhood Education (5)
- ▣ Health, Safety & Nutrition (5)
- ▣ Practicum: Nurturing Relationships (2)

**Equivalent College Credits:** 12 credits, all counting toward Associate degree

**Renewal Frequency:** Accredited college transcripts are always valid and documented

**Cost:** Approximately \$1,320 for tuition + \$125 textbooks = \$1,575 total

**Support Available:** Scholarships, ELL support, tutoring, array of college services

# Thank You

## Questions?... and Discussion



For more information: Sally Holloway | 360-383-3224 | [shollowa@whatcom.ctc.edu](mailto:shollowa@whatcom.ctc.edu)

Watch for Professional Development System updates at: [del.wa.gov/requirements/professional/Default.aspx](http://del.wa.gov/requirements/professional/Default.aspx)