

2016 | SECOND EDITION

ARIZONA EARLYCHILDHOOD Workforce Career Lattice



Arizona Early Childhood Workforce Career Lattice

Arizona has a diverse and growing community of professionals who work with or on behalf of young children and their families. Just as this community has grown, so has Arizona's commitment to supporting the ongoing professional development of all early childhood professionals across all sectors of early care and education, early intervention, mental health, physical health and social services/child welfare working with expectant parents, infants, toddlers, young children to age eight, and their families. To ensure high-quality early childhood programs for young children, it is necessary to have a highly competent workforce for the early childhood field. ¹ Work experience, professional development, and college education provide the pathway to achieving this goal. The Arizona Early Childhood Workforce Career Lattice (Career Lattice) outlines this pathway.

The Career Lattice reflects the following:

- Knowledge and skills can be developed through work experience
- Knowledge and skills can be developed through professional development
- College education is essential to developing a highly competent workforce

The Career Lattice is distributed across eight levels (Levels A-H), from entry through advanced. The Arizona Early Childhood Workforce

¹<http://www.naeyc.org/files/naeyc/What%20Is%20Professional%20Development%20in%20Early%20Childhood%20Education.pdf>

Registry (www.azregistry.org) will calculate your lattice level once you provide the following²:

- Work Experience in Early Childhood
- Professional Development Hours
- College Education

Advancement along the Career Lattice can be achieved by:

- Work Experience in Early Childhood ONLY (i.e. Advancement along the Career Lattice can be achieved with work experience only by moving across a level: Level A1, A2, A3 ; OR
- Professional Development Hours ONLY (i.e. Advancement to level D can be achieved with a high school diploma and professional development hours); OR
- College Education ONLY (i.e. Advancement to Level H can be achieved with college degree attainment); OR
- A combination of work experience in early childhood, professional development hours, and college education.

The Career Lattice aligns with the Arizona Early Childhood Workforce Knowledge and Competencies (WKC's). The WKC's identify the basic knowledge, skills, and abilities needed for early childhood professionals across all sectors of early care and education, early intervention, mental health, physical health and social services/child welfare working with expectant parents, infants, toddlers, young children to age eight, and their families.

² Refer to the "How to Submit Documentation" tab along the left hand side of the Registry home page www.azregistry.org for information on submitting this information.

Each core knowledge competency is divided into five levels following a progression of knowledge, skills and abilities important to the providing high quality services to children birth-age eight and their families. The levels build on one another, with the belief that a professional working on competencies at Level 3 has already achieved most or all of the competencies at Level 1 and 2. However, it is still possible for a professional to be operating at different competency levels in different knowledge areas. For example, an individual may be at competency level 2 in Child Growth and Development while still working through the competencies in Level 1 in Professionalism. Professionals progress from one level to another through many pathways, including higher education,

training and professional development, work experience, mentoring or coaching, and self-reflection.

The Workforce Knowledge and Competencies and the Career Lattice reflect the progression of knowledge, skills and abilities by increasing levels. The difference is that the Workforce Knowledge and Competencies reflect the progression of knowledge and skills while the Career Lattice reflects the path a professional takes to obtain them. It is reasonable to expect that the competency level reflected in the WKC's will align with their Career Lattice level as follows:

Arizona Early Childhood Workforce Career Lattice (Lattice) Level	Arizona Early Childhood Workforce Knowledge and Competency (WKC) Level				
	1	2	3	4	5
A	Professionals at Lattice Levels A to C are likely to have knowledge and skills that correspond with Core Competency Indicators at Level 1				
B					
C					
D		Professionals at Lattice Levels D to E are likely to have knowledge and skills that correspond with Core Competency Indicators at Level 2			
E			Professionals at Lattice Levels E to F are likely to have knowledge and skills that correspond with Core Competency Indicators at Level 3		
F				Professionals at Lattice Level F to G are likely to have knowledge and skills that correspond with Core Competency Indicators at Level 4	
G					Professionals at Lattice Level G to H are likely to have knowledge and skills that correspond with Core Competency Indicators at Level 5
H					

Who Can Use the Arizona Early Childhood Workforce Career Lattice?

The Arizona Early Childhood Workforce Career Lattice can be used by:

- Professionals working directly with children birth through age 8 in schools, homes (including family, friend, and neighbor care settings), and center-based settings
- Administrators working in schools, homes, center-based settings and other programs that support children birth through age 8
- Coaches, mentors, Arizona Department of Education mentors, Smart Support consultants, child care health consultants, inclusion specialists, ECE independent consultants, surveyors, Department of Health Services licensing staff, supervisors, caseload managers, and others who guide those working directly with children
- Professional development providers who design and implement training and coursework for professionals working with or on behalf of children birth through age 8
- College and university personnel working with or on behalf of children birth through age 8.

How Can the Arizona Early Childhood Workforce Career Lattice Be Used?

For Individualized Assessment of Placement on the Arizona Early Childhood Workforce Career Lattice—

An individual may easily determine his/her own level on the Arizona Early Childhood Workforce Career Lattice as follows:

- Locate your highest level of education in the Education column of the Career Lattice (1st column)
- Locate your professional development and credit hours in the Credit Hours and Professional Development Hours column of the Career Lattice (2nd column)
- Locate your level of work experience in the Work Experience in Early Childhood column (last 3 columns)
- Locate the Lattice Level where all three intersect. This is your Career Lattice Level.

As a Guide for Professional Development—

As a guide for professional development goals, the Arizona Early Childhood Workforce Career Lattice provides a clear and simple way to set professional development goals. Professionals, on an individual level, and administrators, on both individual and program levels, may use the Career Lattice to set goals. Professional development providers may use the Career Lattice to guide the design and implementation of training and course work. Providers who wish to offer professional development for movement along the Career Lattice will be required to align each course to the Arizona Early Childhood Workforce Knowledge & Competencies.

As a Tool to Document Progress—

The Arizona Early Childhood Workforce Registry (www.azearlychildhood.org) is an online information system for the early childhood workforce that allows individuals to build a verifiable profile of education, certification, training, and employment that can assist participants, employers, and regulatory and accrediting agencies. The Arizona Early Childhood Workforce Career Lattice is a tool the Arizona Early Childhood Workforce Registry uses to document the progress of professionals regarding the necessary education, training, development, and experience necessary at each level.

Arizona Early Childhood Workforce Career Lattice

Depending on where early childhood (EC) professionals work and what their job is, there may be education/training requirements mandated by their employer and/or by the U.S. federal government; State of Arizona; military authority; or Indian nations and tribes (see www.azdhs.gov/als/childcare/index.htm and <https://www.azdes.gov/>). **The Arizona Early Childhood Workforce Career Lattice does not replace those requirements.** Instead, the Career Lattice empowers early childhood professionals to grow their skills as teachers of young children by providing a framework for them to follow.

Arizona Early Childhood Workforce Career Lattice				
Education	Credit Hours and Professional Development Hours	Work Experience in Early Childhood ¹		
		Less than 3 Years	3 - 5 Years	More than 5 Years
High school diploma or equivalent ²		Level A1	Level A2	Level A3
High school diploma or equivalent ²	PLUS 6 credit hours in Early Childhood Education (ECE) ³ or a related field ⁴	Level B1	Level B2	Level B3
High school diploma or equivalent ²	PLUS 90 clock hours ⁵ of approved professional development ⁶			
High school diploma or equivalent ²	PLUS 3 credit hours in Early Childhood Education (ECE) ³ or a related field ⁴ plus 45 clock hours ⁵ of approved professional development ⁶			
High school diploma or equivalent ²	PLUS 12 credit hours in Early Childhood Education (ECE) ³ or a related field ⁴	Level C1	Level C2	Level C3
High school diploma or equivalent ²	PLUS 180 clock hours ⁵ of approved professional development ⁶			
High school diploma or equivalent ²	PLUS credit hours in Early Childhood Education (ECE) ³ or a related field ⁴ and approved professional development ⁶ hours in one of the following combinations: <ul style="list-style-type: none"> o 3 credit hours plus 135 clock hours⁵ or o 6 credit hours plus 90 clock hours or o 9 credit hours plus 45 clock hours. 			

Education	Credit Hours and Professional Development Hours	Work Experience in Early Childhood ¹		
		Less than 3 Years	3 - 5 Years	More than 5 Years
High school diploma or equivalent ²	PLUS 24 credit hours in ECE ³ or a related field ⁴	Level D1	Level D2	Level D3
High school diploma or equivalent ²	PLUS 360 clock hours ⁵ of approved professional development ⁶			
High school diploma or equivalent ²	PLUS credit hours in ECE ³ and approved professional development ⁶ hours in one of the following combinations: <ul style="list-style-type: none"> o 3 credit hours plus 315 clock hours⁵ o 6 credit hours plus 270 clock hours o 9 credit hours plus 225 clock hours o 12 credit hours plus 180 clock hours o 15 credit hours plus 135 clock hours 			
Current Child Development Associate (CDA) awarded by the Council for Professional Recognition				
Certificate of Completion in Early Childhood Education ³ or a related field ⁴ from a community college				
60 College Credits	INCLUDING at least 18 credit hours in ECE ³ or a related field ⁴	Level E1	Level E2	Level E3
Associate degree in ECE ³	INCLUDING at least 60 college/university credits with at least 18 credit hours in ECE or a related field ⁴			
Associate degree in a related field ⁴	PLUS 18 credit hours in ECE ³ or a related field ⁴			
Associate degree in any field	PLUS 18 credit hours in ECE ³ or a related field ⁴			
Bachelor's degree in ECE ³		Level F1	Level F2	Level F3
Bachelor's degree	INCLUDING at least 24 credit hours in ECE ³ or a related field ⁴			
Bachelor's degree	PLUS Current State of Arizona Provisional or Standard Teaching Certificate in one of the following: <ul style="list-style-type: none"> o Early Childhood Education (Birth-Age 8 or Grade 3) o Early Childhood Special Education o Elementary Education with Early Childhood (Birth-Age 8/Grade 3) Endorsement. 			
Master's degree in ECE ³		Level G1	Level G2	Level G3
Master's degree	INCLUDING either 30 undergraduate credit hours or 18 graduate credit hours in ECE ³ or a related field ⁴			
Doctorate in ECE ³		Level H1	Level H2	Level H3
Doctorate	INCLUDING 30 graduate-level credit hours in ECE ³ or a related field ⁴			

¹ **Experience in Early Childhood refers to full-time employment:**

- Working directly with children in a state-certified, licensed, mandated by the U.S. Federal Government, the State of Arizona, military, or Indian Nations and Tribes, the employing agency or the ECE setting requirements (see www.azdhs.gov/als/childcare/index.htm and <https://www.azdes.gov/>) child care, preschool, Head Start or school-age program (e.g., teacher, teacher assistant, teacher aide, etc.) monitored by a regulatory agency AND/OR
- In a role that contributes to the care and education of children, aged 0-8, and their families (e.g., program director/manager, nurse, social worker, home visitor, education coordinator, CCHC, technical assistance specialist, consultant, policy analyst, etc.) AND/OR
- Working in a capacity that contributes to the professional development of early childhood professionals (e.g., university professor, coach, mentor, trainer, etc.).

One year of experience is defined as a minimum of 1,080 hours per year.

NOTE: An **EQUIVALENCY** of one year of experience may be substituted; for example, six years of part-time work (a minimum of 3,240 hours) equals three years of experience (a minimum of 3,240 hours).

² **Although the Career Lattice does not provide a level for those without a high school diploma or equivalent, i.e., non-level member, those individuals are still able and encouraged to:**

- Create an Arizona Early Childhood Workforce Registry account (designated as a non-level member)
- Utilize the many resources available on the website
- Earn their high school diploma or equivalent in order to move along the levels of the Career Lattice. See <http://www.azed.gov/adultedservices/> for Arizona Adult Ed Services.
- Participate in the high-quality, approved professional development offered through the Arizona Early Childhood Career and Professional Development Network website (www.azearlychildhood.org).

³ **Early Childhood Education (ECE) degrees include the following (Additional fields will be considered on an individual basis. Please contact the Arizona Registry administrator for assistance.):**

1. Applied Science Child Care and Development
2. Applied Science in Early Childhood Education
3. Applied Science Nursery Education
4. Child Care Education and Administration
5. Child Development
6. Child Development and Early Childhood
7. Child Development and Family Relations
8. Child Life
9. Child Psychology
10. Child Study
11. Child Youth and Community Concentration Early Care and Education
12. Childhood Education
13. Childhood Studies
14. Collaborative Early Childhood Education
15. Early Childhood and Special Education
16. Early Childhood Care and Education
17. Early Childhood Counseling and Child Development
18. Early Childhood Development
19. Early Childhood Education
20. Early Childhood Education for Handicapped
21. Early Childhood Special Education
22. Early Childhood Studies
23. Early Childhood Teaching
24. Early Education Associate
25. Human Development in Early Childhood Education
26. Nursery Education
27. Preschool Education
28. Special Education Early Childhood Development
29. Special Education in Early Childhood
30. Teaching Child and Early Childhood Education

⁴ **Related fields include** (Additional fields will be considered on an individual basis. Please contact the Arizona Registry administrator for assistance.):

- | | | |
|---|----------------------|-----------------------|
| 1. Child and Family Studies | 6. Human Development | 11. Public Health |
| 2. Consumer Studies | 7. Human Ecology | 12. Social Work |
| 3. Developmental Psychology | 8. Human Services | 13. Sociology |
| 4. Elementary Education | 9. Nursing | 14. Special Education |
| 5. Home Economics/Family and
Consumer Sciences | 10. Psychology | |

⁵ **One credit hour equals 15 hours of approved professional development.**

⁶ **Approved professional development refers to professional development provided by an individual or organization that meets Arizona Early Childhood Workforce Registry criteria.**

⁷ **For example, Certified Childcare Professional (CCP) or National Administrator Credential (NAC) awarded by the National Child Care Association, or Montessori Credentials that are earned through a teacher preparation program certified by the Montessori Accreditation Council for Teacher Education (MACTE) and awarded by the American Montessori Society (AMS) or American Montessori International (AMI). Additional credentials will be considered on an individual basis. Please contact the Arizona Registry administrator for assistance.**