

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

**6**  
LEVEL

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

**7**  
LEVEL

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

**8**  
LEVEL

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

**9**  
LEVEL

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

**10**  
LEVEL

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