



Professional Development Pathways and Options

Please note, practitioners can choose to receive training through any of the professional development options. It is not required or necessary for a practitioner to start at option A. Practitioners may begin with ChildNet, CDA, AA, BS etc. This chart reflects that there are many professional development options available and that there are different pathways to progress to higher level training/education. Each practitioner can choose their own pathway.

* This chart reflects the current professional development options (training and education) available to practitioners in early care and education in Iowa. Please send any comments to Kerry Moore Kroneman at (515) 255-0990 or kmoorekron@aol.com.



First Edition

Pathways

October 2001

Educational Opportunities and Lifelong Learning for Individual Professional Development ²										
Required Annual Training for all practitioners working with young children in early care and education settings. ¹										Option M Ph.D. or Ed.D.
									Option K BA or BS	Option L MA, MS, or M.Ed.
		Option C ChildNet Practitioner Training	Option D ChildNet Certification	Option E Advanced Child Care Provider Training	Option F CDA Training	Option G CDA Certificate	Option H Apprentice Training & Certificate	Option I One Year Early Childhood Program	Option J AA, AS, or AAS	
Option A First Year Training Registered Family Child Care Home Provider	Option B First Year Training Licensed Child Care Facility Employees	Can lead to Option D			Can lead to CDA National Certificate (Option G)	Can lead to Option I or J; can articulate if college credits are obtained	Can lead to Option I or J	Can lead to Option J	Can lead to Option K	Can lead to Option L

Notes:

1 = Required annual training for licensed facilities (6 hrs.) and registered homes (10 hrs. for 2nd yr. home providers, 2 hrs. annually thereafter). Practitioners choose from training topics identified by licensing agency (DHS). Must also remain current in Mandatory Reporting of Child Abuse, 1st Aid, and CPR.

2 = Dedication and excellence in the field would be reflected in each individual practitioner's commitment to pursuing educational opportunities and lifelong learning.

Training or education at or above beginner practitioner curriculum level (ex. ChildNet, CDA, or AA, BS, etc.) will meet training requirements for first year practitioners in licensed facilities and registered family child care homes. (Also need Mandatory Reporting of Child Abuse, Universal Precautions, 1st Aid, and CPR to meet all requirements.)

Not all community colleges and universities offer Early Childhood, Child Development, etc programs. Please call your nearest community college or university.

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Educational Designation	Amount of time in early care & education training program	Description of training	Amount of experience required	Entity or agency providing Training	Incentive for Practitioner
Option M Ph.D. or Ed.D.	approximately 72 semester credits	Courses determined by major and specific college/university (includes dissertation) (may include credits from previous program).	Field experience is dependent on individual program requirements.	university or college	Provided by salary scale of employer or by requirement of employment.
Option L MS, MA, or M.Ed.	approximately 30-39 semester credits	Courses determined by major and specific college /university (includes thesis or up to 3 add. classes).		university or college	
Option K BA or BS	approximately 124-130 semester credits	Courses determined by major and specific college/university (may include credits from previous program).		university or college	
Option J AA, AS, or AAS	approximately 64 semester credits	Courses determined by major/option and specific community college.		community college	
Option I One Year Early Childhood Program	approximately 32-34 semester credits	Courses determined by major/option and specific community college.		community college	
Option H Apprentice Training & Certificate	144 classroom hrs content per year for 2 yrs~18 semester credits	designated by state apprenticeship board and detailed in the Iowa Early Care & Education Professional Development Core Body of Knowledge for Best Practice. Certificate awarded by Dept. of Labor	4000 hrs exp.	community college	Empowerment funds a possibility (ex. So Many Rewards program in Central Iowa)
Option G CDA Assessment Certificate	N/A	Portfolio development, written and verbal assessment, and observations designated by Council for Professional Recognition.	May complete while working with young children.	Council for Professional Recognition	
Option F CDA Training	120 classroom hrs.	Designated by Council for Professional Recognition.	480 hrs. exp.	community training*	
Option E Advanced Child Care Provider Training	approximately 30 training hrs. beyond first year training	Approximately 30 hrs. in completion of advanced training for practitioners (ex. Second Helpings for home providers).	May complete training options while working with young children.	community training*	
Option D ChildNet Certification for Family Child Care Providers	total of 32-35 hrs. of training (will have completed Option C)	Requires completion of ChildNet training within a specified time period, DHS registration, participation on CACFP, and a successfully completed ChildNet Certification home visit. Currently not available in all areas.		community training*	
Option C ChildNet Practitioner Training	approximately 32-35 hrs. of training (will have completed Option A &/or B)	ChildNet (family child care providers) or Welcome to Child Care (center practitioners). Training incorporates Option A and/or Option B plus informational meeting (2 hrs.) and additional training hrs. in areas identified by licensing agency (DHS) for licensed facilities and registered homes		community training*	
Option B First Year Training for licensed facility employees	approximately 22 hrs. with certified instructors	Mandatory Reporting, Universal Precautions, 1st Aid and CPR, PLUS 10 additional hours of training related to child development in areas identified by licensing agency (DHS) for licensed facilities. This meets training requirements for DHS licensed facilities in 1st year.		certified instructors and community trainers*	
Option A First Year Training for registered family child care providers	approximately 12 hrs. with certified instructors	Mandatory Reporting of Child Abuse (min. 2 hrs.), Health & Safety (min. 2 hrs.), 1st Aid and CPR (approx., 8 hrs.). This meets training requirements for DHS registered homes in 1st year.		May complete before working with young children.	

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