

## WYOMING'S EARLY CHILDHOOD CAREER LATTICE FOR PROVIDERS AND ADMINSTRATORS

EDUCATION			
Highest Certification or Degree Awarded		Levels of Practice	ELF/ELG Credential
Registry Membership	Level 1	Beginner	Level 2
Infant Toddler Credential	Level 2		Level 3
CDA Credential	Level 3		Level 4
Associates Degree - any discipline OR Montessori Certification	Level 4	Intermediate	Level 5
Associates Degree - Early Childhood* OR Bachelors Degree - any discipline	Level 5		Level 6
Bachelors Degree - Early Childhood* OR Masters Degree - any discipline	Level 6	Advanced	Level 7
Masters Degree - Early Childhood* OR Doctorate Degree - any discipline	Level 7		Level 8
Doctorate Degree - Early Childhood*	Level 8		Level 9

\*Early Childhood Education includes degrees in Early Childhood Education and Child Studies, Child Development, Human Development and Family Relations, Special Education, Home Economics/Child Development or similar majors with a concentration in ECE courses. A teaching certificate with an early childhood endorsement also qualifies as an ECE degree.

# Wyoming's Early Childhood Professional Development Protocol

Early childhood professional on all levels of the Wyoming Early Childhood Career Ladder are required to accrue 16 professional development or STARS credits throughout the course of their employing facility's licensing year.

Of these annual credits, all professionals will complete the Department of Family Service required trainings each year. These trainings include:

- Safety and Health of Children
- Fire Safety
- Sanitation Procedures
- First Aid
- CPR
- Medication Administration
- Sudden Infant Death Syndrome
- Safe Sleep Practices
- Blood Borne Pathogens
- Child Abuse and Neglect
- Shaken Baby Syndrome

All professionals are eligible to receive STARS credits through attending STARS approved trainings, webinars, online classes and approved reading and video materials. Preapproved resources are the only option for professionals on the Beginner Level of the Career Ladder. All professionals may also submit college or university transcripts. Classes containing an early childhood component will be awarded STARS credit.

Once a professional reaches the Intermediate or Advanced Levels of the Career Ladder, they are eligible to submit a portfolio for credit review.

The portfolio approach places the responsibility for finding relevant professional development back on the professional. They are encouraged to find resources that are relevant and applicable to their work.

Professionals on the Intermediate levels may earn up to half of their credits from portfolio.

Professionals at the advanced level may earn the balance of their credits (following completion of the CCDBG Core 4) from portfolio review. STARS and the Department of Family Services retains the right to refuse portfolio credits that it deems as irrelevant to ECE.

Individuals who have dedicated their careers to early care and education but lack formal education may submit a waiver for advancement on the Career Ladder to the levels where portfolio submission is available. (If we are going to do this, we need to come up with a rubric/form/etc)

Possible areas for self-directed professional development include:

Continuing Education - submit narrative or artifacts

- College and university classes

- Conferences and seminars

- Videoconferences, DVDs, taped webcasts and podcasts

- E-learning and online courses

Instruction or Teaching – submit narrative or artifacts

- Credit is only awarded the first time you teach the material

- Instruction must include a formal presentation

- Presentation must be one hour in length

- Thirty minutes of prep time is awarded for each hour taught

- Twenty credits are awarded for teaching a semester-long, ECE related college-level course

On-the-job experience - submit narrative or artifacts

- Research, design and implement a new policy or practice in your place of employment

Research and publishing – submit narrative or artifacts

- Writing an article that is published in a journal or periodical

- Significant contribution to a published text

- Create and publish fact-based blog posts

Leadership – submit narrative or artifacts

- Working within an ECE association

- Lobbying elected officials in support of ECE legislation

- Using your ECE experience to help a volunteer organization

- Mentoring, coaching or providing technical assistance in an established program with formal guidelines

Examples of artifacts would include transcripts, certificates, syllabi, detailed marketing materials, copy of articles, etc.

Narratives should be a short write up (300 words or less) detailing what was learned, how it was relevant and how it applies to their role.

Items can be uploaded at any time during the provider's licensing year with a final submission verification form being required prior to final approval.