

NEW YORK WORKS FOR CHILDREN POSITIONS AT A GLANCE

This chart lists the positions in early learning and development programs for which an individual could qualify at each level of the Career Ladder. Currently, educators do not have to have the preferred level of education if they can demonstrate they are on a study plan and working to meet preferred qualifications. Each position also has specific requirements that pertain to years of experience, pre-service training, number of college credits in early childhood, among other basic requirements like fingerprint clearance and a criminal history review. Please reference www.nysed.gov, earlychildhood.org, or earlychildhoodnyc.org for a more detailed outline of the requirements.

	Less Than a High School Diploma or Equivalent	High School Diploma or Equivalent	Non-Credit-Bearing Child Development Associate Credential (CDA)	Some College or a Credit-Bearing Child Development Associate Credential (CDA)	Associate's Degree in Early Childhood Education
	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
Family Day Care	<ul style="list-style-type: none"> • Provider • Alternate Provider 				
Group Family Day Care	<ul style="list-style-type: none"> • Provider • Assistant • Alternate Assistant • Substitute 				
Child Day Care Centers (NYS)	<ul style="list-style-type: none"> • Assistant to Head of Group 	<ul style="list-style-type: none"> • Assistant to Head of Group* • Head of Group for Preschoolers • Head of Group for Infants and Toddlers 	<ul style="list-style-type: none"> • Head of Group for Preschoolers • Head of Group for Infants and Toddlers • Director 	<ul style="list-style-type: none"> • Head of Group for Preschoolers 	<ul style="list-style-type: none"> • Head of Group for Preschoolers* • Head of Group for Infants and Toddlers* • Director
Child Care Centers, including Head Start (NYC)**		<ul style="list-style-type: none"> • Assistant Teacher* • Infant/Toddler Teacher 	<ul style="list-style-type: none"> • Infant/Toddler Teacher 	<ul style="list-style-type: none"> • Infant/Toddler Teacher • Group Teacher 	<ul style="list-style-type: none"> • Infant/Toddler Teacher* • Group Teacher
Head Start (NYS)	<ul style="list-style-type: none"> • Mental Health Consultant • Home Visitor 	<ul style="list-style-type: none"> • Aide • Teaching Assistant (until 2013) 			<ul style="list-style-type: none"> • Teacher
School-Age Child Care	<ul style="list-style-type: none"> • Assistant to Head of Group* 	<ul style="list-style-type: none"> • Assistant to Head of Group* • Head of Group 		<ul style="list-style-type: none"> • Director 	<ul style="list-style-type: none"> • Head of Group* • Director*
Universal Prekindergarten	<ul style="list-style-type: none"> • Prekindergarten Teacher Aide 	<ul style="list-style-type: none"> • Prekindergarten Teaching Assistant Level I 		<ul style="list-style-type: none"> • Teaching Assistant Level II, III, and Pre-Professional Level 	
Public Elementary School		<ul style="list-style-type: none"> • Paraprofessionals 		<ul style="list-style-type: none"> • Teaching Assistant Level II, III, and Pre-Professional Level 	
Early Intervention					<ul style="list-style-type: none"> • Initial Service Coordinator • Ongoing Service Coordinator

	Bachelor's Degree	Bachelor's Degree in Early Childhood Education and NYS Teacher Certification	Master's Degree in Early Childhood Education	Master's Degree in Early Childhood Education and Administrator Certification or Graduate Level CPAC Credential	Doctoral Degree in Early Childhood Education or a Related Field
	LEVEL	LEVEL	LEVEL	LEVEL	LEVEL
	6	7	8	9	10
Family Day Care					
Group Family Day Care					
Child Day Care Centers (NYS)	• Director*	• Director			
Child Care Centers, including Head Start (NYC)**	• Group Teacher	• Group Teacher* • Group Teacher for Children with Special Needs* • Infant/Toddler* • Education Director* • Teacher*			
Head Start (NYS)	• Teacher • Education Coordinator				
School-Age Child Care					
Universal Prekindergarten	• Teacher	• Teacher*			
Public Elementary School		• Teacher • Other school-based educators		• Principal	
Early Intervention	• Initial Service Coordinator* • Ongoing Service Coordinator*	• Provider			

*Preferred level of education for the position

**Staff working in Head Start programs in NYC must meet the qualifications required for comparable positions in Child Care Centers in NYC