

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

