

Elements of a Professional Development System for Early Care and Education: A Simplified Framework

Status of State Professional Development System

OVERALL ELEMENT	COMPONENT	SPECIFICS	I	P	ND	DK	Next Steps and/or Comments
Funding	Scholarships for professional development, courses, degrees						
	Compensation/retention initiatives						
	Program quality awards	Tiered reimbursement, Tiered quality rewards					
	Other						
Core Professional Knowledge	Core body of knowledge/ Core competencies						
	Career Lattice						
	Other						
Qualifications and Credentials	Preservice requirements	<i>Child care licensing regulations:</i> Family child care					
		Center staff					
		Center administrators					
		Other					
		<i>Public School regulations:</i> Teacher certification					
		Administrator certification					
		<i>Other</i>					
		<i>Head Start Performance Standards regarding staff:</i> Teaching staff					
		Component coordinators					
		Directors					
	Other						
	Continuing education requirements	Child care					
		Public prekindergarten					
		Head Start					

KEY: I = Implemented; P= In Planning Process; ND = No Discussion; DK = Don't Know

ELEMENT	COMPONENT	SPECIFICS	I	P	ND	DK	Next Steps and/or Comments
Qualifications and Credentials (cont'd)	Credentials	Director credentials					
		Infant-toddler credentials					
		School-Age credentials					
		Family child care credentials					
		Certification by National Board for Professional Teaching Standards					
	Pathways leading to qualifications, degrees, and credentials	Articulation agreements among levels of higher education					
		Training registries					
		Credit-bearing workshops & training series (CEUs & college credit)					
		Credit for prior learning					
		Other					
Quality Assurance	Trainer approval (Standards and registries)						
	Training Approval						
	Evaluation Processes						
Access and Outreach	Online database of training and education opportunities	Training calendars					
		Directory of college degree programs					
		Training registries					
		Other					
	Career development advising	(Aspects: mentoring programs, leadership development)					
		(Attention to cultural and linguistic diversity of population served)					
	Multiple professional development delivery methods	Distance learning					
		Courses as modularized workshops					
		Other					

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