

Northern Lights Career Development Center: Career Ladder and alignment with the Professional Recognition Bonus (Oct. 1, 2009) and STARS (January 2010)

	Level I	LEVEL II	LEVEL IIIA	LEVEL IIIB	Level IV (A & B)	Level V (A & B)
Northern Lights Career Ladder Levels	Each Level requires: <ul style="list-style-type: none"> - Experience - A current Individual Professional Development Plan (IPDP) and - Education. See the Northern Lights Career Ladder for details of options for each level 					
	1 year experience	2 years experience	2 years experience	2 years experience	2 years experience (can include student teaching)	
Professional Recognition Bonus from CDD *	\$100	\$500 initial \$150 for first CDA renewal	\$750	\$1000	\$1200 plus + \$500 for DOE teacher licensure	
STARS- staff qualifications arena ¹	score 1	score 4	score 9	score 12	score 16 score 20 with DOE licensure	score 25

* CDD Recognition Bonus is awarded based on Career ladder level or credential attainment AND additional criteria

Points and recognition for other credentials

Program Director Credential – step 3 :

\$500 Professional Recognition Bonus

STARS - score 12 in the Educational Attainment portion of Teaching Staff Qualifications;

Afterschool Professional Credential

\$500 Professional Recognition Bonus

STARS – score 6 in the Educational Attainment part of Teaching Staff Qualifications

¹ This refers to “Educational Attainment” score, which is one of three parts in the Teaching Staff Qualifications and Annual Professional Development Arena; total score of all staff are converted to a single program STARS points for this arena