

The Vermont Early Childhood Career Lattice

The Career Lattice is a frame of reference to help you consider how levels on the early childhood Career Ladder generally connect to different work settings. Always check with your employer.

NOTE: CIS= Children's Integrated Services

SETTINGS	Level I	Level II	Level III	Level IV	Level V	Level VI
Home Business	Registered Family Child Care Provider; Family Child Care Assistant; Legally Exempt Child Care Provider ; Instructor Registry-Affiliate I	Registered or Licensed Family Child Care Provider; MATCH professional; Instructor Registry-Affiliate I	Registered or Licensed Family Child Care Provider; MATCH professional; Instructor Registry-Affiliate II	Registered or Licensed Family Child Care Provider; MATCH professional; Instructor Registry-Certified	Registered or Licensed Family Child Care Provider; MATCH professional; Instructor Registry-Master	Registered or Licensed Family Child Care Provider; MATCH professional; Instructor Registry-Master
Licensed Early Childhood Program	Teaching Assistant	Teaching Associate; Director (59 or fewer children)	Teacher Associate; Director (59 or fewer children)	Director; PreK Teacher; Early Childhood Special Educator	Director; PreK Teacher; Early Childhood Special Educator	Director; PreK Teacher; Early Childhood Special Educator
Elementary School	Volunteer	Para-educator	Highly Qualified Para-professional	Teacher; Early Childhood Special Educator	Principal; Special Services Coordinator; Early Childhood Special Educator or related services specialist	Principal; Administrator; Consultant
Parent Child Center/Family Center	Volunteer	Teaching Assistant	Early Childhood Special Education Aide	Program Coordinator; Outreach Worker; Parent Educator; Teacher; Associate Director	Director; Early Childhood Special Educator	
Head Start	Volunteer ; Classroom aide	Teaching Assistant; Home Visitor	Teacher Home Visitor; Family Services Worker	Teacher; Director; Manager	State Collaboration Coordinator	
Early Head Start	Volunteer	Teacher; Home Visitor	Teacher; Home Visitor; Family Services Worker	Teacher; Director; Manager	State Collaboration Coordinator	
Community Child Care Support Agency		USDA Food Program Specialist	USDA Food Program Specialist	Program Director; Resource Development Specialist; Referral Specialist; CIS Child Care Coordinator; CCFAP Eligibility Specialist	Executive Director	
State Offices		Licensing Technician	Licensing Field Specialist	Licensing Supervisor; USDA Food Program Coordinator	State (CDD and DOE) administrator or contractor	State (CDD and DOE) administrator or consultant
Other Settings	Playgroup Facilitator			Community Health Nurse; CIS staff; BBF Regional Director	College adjunct faculty; CIS staff, related services specialist, consultant	Faculty at colleges and universities