

Vermont Early Childhood Career Ladder

Level III

LEVEL I LEVEL II **LEVEL III** LEVEL IV LEVEL V LEVEL VI

What is the Career Ladder?

The Career Ladder identifies the six career levels of early childhood professional development. It serves as a basis for tracking and planning your professional growth. You may enter the Career Ladder at any level, and there are many different paths to take to develop your career. Each level combines education and experience. The Northern Lights core competencies provide the foundation for this system.

What is Level III?

There are two stages to Level III. Both include having at least two years' experience working with young children, a current Individual Professional Development Plan (IPDP), and completed education through college coursework.

Level IIIA education options include:

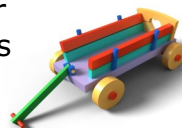
- Completed Vermont Child Care Registered Apprenticeship OR
- Community College of Vermont's (CCV) Childcare Certificate Program OR
- 21 related college credits in at least three Vermont Core Knowledge Areas.

Level IIIB education options include:

- Associate Degree in early childhood education or related field OR
- Associate Degree with 21 related college credits in at least three Vermont Core Knowledge Areas.

Why is completing Level III important?

It means that you value yourself as a professional. It shows you are dedicated to early childhood and know how important your professional development is to your career. Many people who achieve Level III are in charge of their own classroom or are directors of small programs. Completing college coursework may lead to better job opportunities and higher pay. Some programs require their staff to have an Associate Degree.



"First I met with the advisor at the college and then I planned what college courses I would take. Now I bring what I am learning in college to my work and I bring lots of examples of real life experiences to my classes."

Resources:

Northern Lights Career Development Center
<http://northernlightscdc.org>

Community College of Vermont (CCV)
<http://www.ccv.edu/>

Step Ahead Recognition System (STARS)
<http://dcf.vermont.gov/cdd/stars>

see Arena: *Staff Qualifications*

The Vermont Child Care Apprenticeship Program
<http://vtchildcareindustry.org/>
802-985-2700

Vermont Northern Lights Career Development Center
<http://northernlightscdc.org>
Phone: (802)828-2876

See the reverse side for more information on Level III

Vermont Early Childhood Career Ladder Level III (continued)

What do I get when I achieve Level III?

When you achieve your Level III certificate, you may be eligible for a bonus from the Child Development Division. Step Ahead Recognition System (STARS) and child care licensing regulations also recognize Level certificates. NAEYC and NAFCC program accreditation recognize an Associate Degree. It is a solid step toward your Bachelor Degree because it is so transferable.

How do I apply for a Level III certificate?

Just print, complete and submit a Level III application found on the Northern Lights website. Include a copy of your transcript, issued by the college registrar and a current Individual Professional Development Plan. Level IIIA applicants who use 21 related credits to meet the education criteria must also include a completed observation of them working with children (see website). Submit your application packet to Northern Lights.

How do I pay for college courses?

There are grants, scholarships, loans and low cost courses. The Child Development Division offers scholarships for college courses to Vermonters working in regulated child care; T.E.A.C.H. Early Childhood Vermont does also if the professional is enrolled in a CCV Associate Degree program. The Vermont Child Care Industry and Careers Council sponsors tuition-free courses through the Community College of Vermont to support the Child Care Apprenticeship Program. Space in the courses may be available at a low cost for non-apprentice students. Also talk with the college and the Vermont Student Assistance Corporation (VSAC) about financial aid, and check with your employer.

Can I get college credit for what I have learned from experience?

Yes! The Community College of Vermont offers college credits through Course Challenge, Focused Portfolio, or by passing the national CLEP test for a specific course. The Vermont State College system and other private colleges offer an Assessment of Prior Learning (APL) process, to translate what you know to college credit. Contact The Office of External Programs (see side bar) at VSC or find out if your college has such a program.



<http://northernlightscdc.org>

Phone: (802)828-2876



Did you know...?

- You can find forms and guidance to create your IPDP (Individual Professional Development Plan) on the Northern Lights website: CAREER PATHWAYS—IPDP.
- You can also type your IPDP into the form in your BFIS Credential account. Then you can update it and don't need to mail it.

More Resources:

VSAC

<http://vsac.org/>

Child Development Division
grants for tuition
[http://dcf.vermont.gov/cdd/
grants](http://dcf.vermont.gov/cdd/grants)

T.E.A.C.H.

[http://vaeyc.org/quality-
improvement/teach/](http://vaeyc.org/quality-improvement/teach/)

Office of External Programs
[http://ccv.edu/explore-ccv-programs/
credit-for-what-you-know/](http://ccv.edu/explore-ccv-programs/credit-for-what-you-know/)

The Vermont Child Care
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<http://vtchildcareindustry.org/>
802-985-2700

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