

Quick Look: States that Offer Multiple Credentials



ADMINISTRATION FOR
CHILDREN & FAMILIES



National Center on Child Care Professional
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This document provides an overview of [credentials and aligned professional development systems \(PDS\)](#), and [examples of States that offer multiple credentials](#).

Credentials and Aligned PDS

Credentials play an integral role in PDS. Early childhood (EC) and school-age (SA) core knowledge and competencies (CKCs) provide the foundation for PDS. State credentials are typically based on CKCs and often link to EC and SA workforce's advancement on career pathways. States employ a variety of approaches to administering and verifying credentials. Entities such as professional development offices, workforce data registries, child care resource and referral agencies, and other State agencies offer these credentials.

Credentials are defined as *documents certifying an individual has met a defined set of requirements established by the grantor of the credential*. Credential requirements usually include knowledge and skills confirmed by:

- Assessment, demonstration of competence;
- Work/practical/field experience; and
- Professional activities/contributions (sometimes).

State Examples

The following provides an overview of five States that offer three or more credentials:

- Colorado;
- Illinois;
- New Hampshire;
- South Carolina; and
- Wisconsin.

COLORADO

Colorado offers the following three credentials and one endorsement administered by the Early Childhood Professional Development Unit at the Colorado Department of Education:

- Early Childhood Credential (Levels I and II);
- School Age/Youth Credential;
- Social Emotional Interdisciplinary Credential; and
- Infant Toddler Endorsement.

Applicants can apply for one of six levels of the EC and/or SA Credentials. The Infant Toddler Endorsement and Social Emotional Credential are both one level. Credential and endorsement

applications require a combination of coursework and/or training and experience in the credential area.

Credential levels align with Colorado's career pathway (lattice). Credential applicants must pass a placement exam to qualify for Credential Levels I or II.

Individuals who have acquired credential core knowledge through informal training and on-the-job experience can fulfill the education portion of the credential application by passing the Basic Credential Assessment with a score of 80% or higher. Credential applicants who pass the Basic Credential Assessment may earn a Level I EC Credential.

Applicants may also take an Advanced Credential Assessment. Those that pass the Advanced Credential Assessment earn a Level II EC Credential.

Further Information:

- Credentials and Endorsement
[Information](http://coloradoofficeofprofessionaldevelopment.org/index.cfm?PID=1332&ID=5454,20142,0)<http://coloradoofficeofprofessionaldevelopment.org/index.cfm?PID=1332&ID=5454,20142,0>
- Career Pathways Information
<http://coloradoofficeofprofessionaldevelopment.org/index.cfm?PID=1332&ID=5454,20781,0>

ILLINOIS

The Illinois Professional Development System (Gateways to Opportunities) and Department of Human Services offer five credentials:

- Early Childhood Credential (ECE Levels 1–5);
- Illinois Director Credential (IDC: Levels 1–3);
- Infant Toddler Credential (ITC: Levels 2–6);
- School-Age and Youth Development Credential (SAYD: Level 1); and
- Early Intervention Credential.

The Illinois Department of Human Services (IDHS) Bureau of Child Care and Development awards and recognizes these credentials. Applicants can earn a credential in one of three ways:

1. Completing an approved program at a college or university. Gateways to Opportunities approves higher education programs that align coursework with credential requirements.
2. Complete a portfolio that documents knowledge, skills, experience, and contributions.
3. Complete the requirements for the Gateways to Opportunities ECE Credential Level 1 or School-Age and Youth Development Credential Level 1 training.

Illinois Gateways to Opportunity Credentials correspond to various levels of the Illinois Gateways to Opportunity Career Lattice. For example, on the Illinois Gateways Career Lattice, IDC Level 1 corresponds to an ECE Level 4 credential; IDC Level 2 corresponds to an ECE Level 5 Credential; and IDC Level 3 corresponds to an ECE Level 6.

Further Information:

- Illinois Gateways to Opportunity Credentials Information
<http://www.ilgateways.com/en/credetials>
- Illinois Gateways to Opportunity Career Lattice Information
<http://www.ilgateways.com/en/career-lattice>

NEW HAMPSHIRE

The New Hampshire Department of Health and Human Services offers five credentials and one endorsement:

- Family Child Care Credential (Levels 1-6);
- Early Childhood Teacher Credential (Levels 1-6);
- Early Childhood Master Teacher Credential (Levels 1-3);
- Early Childhood Administrator Credential (Levels 1-4);
- Early Childhood Master Professional Credential; and
- Infant and Toddler Credential Endorsement.

The credentials and endorsement correspond to levels on the credential lattice. Criteria for moving along the lattice for both the credential and endorsement systems include:

- core knowledge areas;
- education and specialized coursework;
- work experience; and
- ongoing training and professional activities.

Students must complete all education and coursework at a regionally accredited institution of higher education (IHE). Educational content must relate to early childhood education or development. Credentialing specialists keep a list of all approved IHE courses.

The Family Child Care and Early Childhood Teacher Credential lattices each have six levels. The Master Teacher Credential lattice has three levels. The Early Childhood Administrator Credential lattice has four levels.

The Master Professional Credential lattice has a column for each endorsement that outlines:

- required education and specialized coursework;
- work experience;
- ongoing professional development; and
- professional activities.

Further Information:

- Credential and Endorsement Information
<http://www.dhhs.nh.gov/dcyf/cdb/documents/earlychildhood.pdf>

SOUTH CAROLINA

The Center for Child Care Career Development (CCCCD) offers three credential levels. The South Carolina Early Care Childhood Credential serves as the foundation for all additional levels of credentials. The levels are as follows:

- Level 1
 - Early Childhood Credential; and
 - School-Age Credential.
- Level 2
 - Infant/Toddler Credential;
 - Director Credential;
 - Preschool Credential;
 - Special Needs Credential; and
 - Family Child Care Credential.
- Level 3
 - Infant/Toddler Credential;
 - Director Credential;
 - Preschool Credential;
 - Special Needs Credential; and
 - Family Child Care Credential.

Sixteen statewide technical community colleges offer the required classes for the credentials. CCCCDC documents when students complete specific early childhood coursework. After completing the required coursework, students apply for the desired credential level and type using the CCCCDC guidelines.

Further Information:

- South Carolina's Early Care and Education Credentialing System Information
<http://www.sc-cccd.net/Credentialing/Credentialing.html>

WISCONSIN

The Registry in Wisconsin offers five credentials:

- Administrator Credential,
- Inclusion Credential,
- Infant/Toddler Credential,
- Leadership Credential, and
- Preschool Credential.

The Registry develops and awards the credentials. It wove common elements into each one. Every credential:

- is credit-based and includes between 12-18 credits;
- includes a sequence of specific courses;
- includes a Capstone Course to implement knowledge gained; and
- culminates in the development of a portfolio or project.

The Registry credentials correspond with the Wisconsin Career Pathways Levels. For example:

- Inclusion, Infant/Toddler, and Leadership Credentials correspond with the Career Pathway Level 9;
- Administrator and Preschool Credentials correspond with Level 10; and
- any combinations of two credentials from The Registry correspond to Level 11.

Wisconsin also provides reciprocity for some non-Registry credentials at lower levels on the Career Pathway. For example, non-credit Child Development Associate (CDA) Credential™ and the Montessori Credential from the Montessori Accreditation Council for Teacher Education both correspond to Level 6. The credit-based Family Services Credential, or its equivalent, corresponds to Level 8.

Further Information

- Credential Information
<http://www.the-registry.org/Credentials.aspx>
- Career Pathways Information
<http://www.the-registry.org/Portals/0/Career Levels 1-2013.pdf>