<table>
<thead>
<tr>
<th>Step</th>
<th>Requirements</th>
<th>Education Mastery</th>
<th>Core Competency Level</th>
<th>Career opportunities</th>
</tr>
</thead>
</table>
| 1    | Meets minimum child care licensing standards or registered apprentice in high school | Entry-Level Professional | 1 | FCC Assistant  
CCC Assistant  
School-Age Care Assistant |
| 2    | High school or equivalent and 20 Hour Basic STARS training or 2 college credits in Basics of Child Care course |  |  | FCC Owner/Primary Provider  
CCC Lead Teacher  
School-Age Lead Teacher  
Montessori Student Internship |
| 3, o| At least two hours of training in each of the Core Competency areas (level 1 trainings) OR Introduction to Early Childhood Education five-credit class OR MACTE Montessori Teacher Course Certificate |  |  |  |
| 4    | 80 hours of approved training toward the Child Development Associate (CDA) OR Eight approved ECE or school-age college credits |  |  |  |
| 5    | CSEFEL Training – Completion of 1 module training for infant/toddler or Preschool and Initial State Certificate ECE (12 credits) OR Child Development Associate (CDA) OR Apprentice Journey-level Associate I |  | 2 | Head Start Teacher Assistant  
ECEAP Assistant Teacher  
CCC Director  
CCC Program Supervisor  
Montessori IT (A to I) or ECE (Primary) Teacher |
| 6    | CSEFEL Training – Completion of 2 module trainings for infant/toddler OR Preschool and Short-term State Certificate ECE (20 credits) |  |  |  |
| 7, o| CSEFEL Training – Completion of 3 module trainings for infant/toddler or Preschool and State Credential in ECE (47 credits) OR MACTE accredited IT OR ECE Teacher Credential OR AMI diploma in A to I and/or Primary | Statewide Credential |  | CCC Director (without program supervisor)  
CCC Program Supervisor  
School-Age Program Director  
School-Age Site Coordinator |
| 8    | 65 college credits with 30 approved ECE or school-age college credits |  | 3 | ECEAP Lead Teachers  
ECEAP Family Support Specialist  
Head Start Lead Teacher (alternative pathway)  
Apprentice Trainer  
Montessori IT (A to I) or ECE (Primary) Teacher |
| 9, o| ECE or related Associate degree with 30 or more approved ECE or school-age college credits OR AA with MACTE accredited IT or ECE Teacher Credential OR AA with AMI diploma in A to I and/or Primary OR Apprentice Journey Level Associate II | Associate Degree |  |  |
| 10   | 120 credits towards Bachelor’s degree with 20 or more approved ECE or school-age college credits |  | 4 | Head Start Teachers  
Head Start/ECEAP Education Coordinators  
CC Licensor  
Intermediate Trainer  
Montessori IT (A to I) or ECE (Primary) Teacher |
| 11   | 150 credits towards Bachelor’s degree with 30 or more approved ECE or school age college credits |  |  |  |
| 12, o| ECE or related Bachelor’s degree with 30 or more approved ECE or school-age college credits OR BA with MACTE accredited IT or ECE Teacher Credential OR BA with AMI diploma in A to I and/or Primary | Bachelor’s Degree | 4 |  |
| 13   | 20 credits towards master’s degree in any field with 30 or more approved ECE or school-age college credits at any level of coursework |  | 5 | Administrator/Manager |
| 14   | 40 credits towards master’s degree in any field with 30 or more approved ECE or school-age college credits at any level of coursework |  |  |  |
| 15, o| Master’s or higher degree in any field with 30 or more approved ECE or school-age college credits at any level of coursework OR MACTE accredited IT OR ECE Teacher Credential OR AMI diploma in A to I and/or Primary | Graduate degree |  | ECE College Instructor/Professor  
Advanced Trainer  
Montessori IT (A to I) or ECE (Primary) Teacher |

* Minimum requirements for the aligned positions.  
† Roughly halfway to education mastery. These qualifications can help employers identify position descriptions; quality assurance programs (such as QRIS); communicate staff qualifications; preparation of professional development plans.  
‡Mastery of competencies commensurate with and aligned with formal education.  

**Acronyms**  
FCC: Family Child Care  
CCC: Child Care Center  
ECE: Early Childhood Education  
ECEAP: Early Childhood Education Assistant Program  
CSEFEL: Center on the Social and Emotional Foundations of Early Learning  
View DEL-approved ECE or school-age related credits  
View the Core Competencies for Early Care and Education Professionals