

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 Levels¹ Education + Experience working with young children in groups	<i>Fundamentals for Early Childhood Professionals</i> course or Northern Lights approved equivalent	CDA credential or Northern Lights approved equivalent	Completed apprentice or Highly Qualified paraprofessional or CCV child care certificate	Associates degree in early childhood or related field ²	Bachelor degree in early childhood or related field ² A) without and B) with DOE teacher licensure	Master degree in early childhood or related field ² A) without and B) with DOE teacher licensure
	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 arena³	score 1	score 6	score 9	score 12	score 16 score 20 with DOE licensure	score 25

Points and recognition for other credentials

Program Director Credential – step 3 : STARS - score 12 in the Educational Attainment portion of Teaching Staff Qualifications; \$500 Professional Recognition Bonus

Afterschool Professional Credential: STARS – score 6 in the Educational Attainment part of Teaching Staff Qualifications; Professional Recognition Bonus pending

¹ A current Individual Professional Development Plan is part of the application for each level of the Career Ladder

² Related fields may include: child development, human development, education (including special education), child and family studies

³ 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

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