

Northern Lights Career Development Center: EC Career Ladder alignment with the Child Development Division (CDD) Recognition Bonus, STARS and Program Regulations

	Level I	LEVEL II	LEVEL IIIA	LEVEL IIIB	Level IV (A & B)	Level V (A & B)
Northern Lights Career Ladder Levels¹ Education + Experience + current IPDP Levels I-III also require observation	<i>Fundamentals for Early Childhood Professionals</i> course OR approved equivalentents	CDA credential OR 12 related college credits OR other equivalentents	Completed apprentice OR CCV child care certificate OR 21 related college credits	Associate Degree - in early childhood or related field OR in unrelated field with 21 related credits	Bachelor Degree - in early childhood or related field OR Unrelated field with 30 related credits A) without teacher lic. B) with VT Agy. of Ed. teacher licensure in EC, ECSpecial Ed. or Elementary Ed.	Master Degree in early childhood or related field A) without teacher lic. B) with Agy. of Ed. teacher licensure in EC, EC Special Education, or Elementary education
	1 year experience	2 years experience	2 years experience	2 years experience	2 years experience (may include student teaching)	
STARS- staff qualifications arena	score 1	score 4	score 9	score 12	score 16 score 20 with VT Agy of Ed teacher licensure score 25 at Level V- A or B	
CDD recognition bonus²	\$100	\$500 (\$150 first CDA renewal)	\$750	\$1000	\$1200 + \$500 with VT EC or ECSpec. Ed. teacher licensure	
CDD child care program regs: staff³	-Teacher Assistant -Registered Family Child Care (FCC) Home (minimum)	-Teacher Assis't. -Licensed FCC Home (min.)	Teacher Associate	Teacher Associate	Teacher	Teacher

³Program Directors of licensed child care programs need to meet Teacher Associate level or higher, depending on the size of the program, as well as other criteria.

1. See Career Ladder for details. Related credits are approved by Northern Lights and related to the Early Childhood Core Knowledge Areas
2. CDD requires Career Ladder Certificate and OTHER criteria to earn the recognition bonus
3. SEE CDD Program Licensing Regulations for details