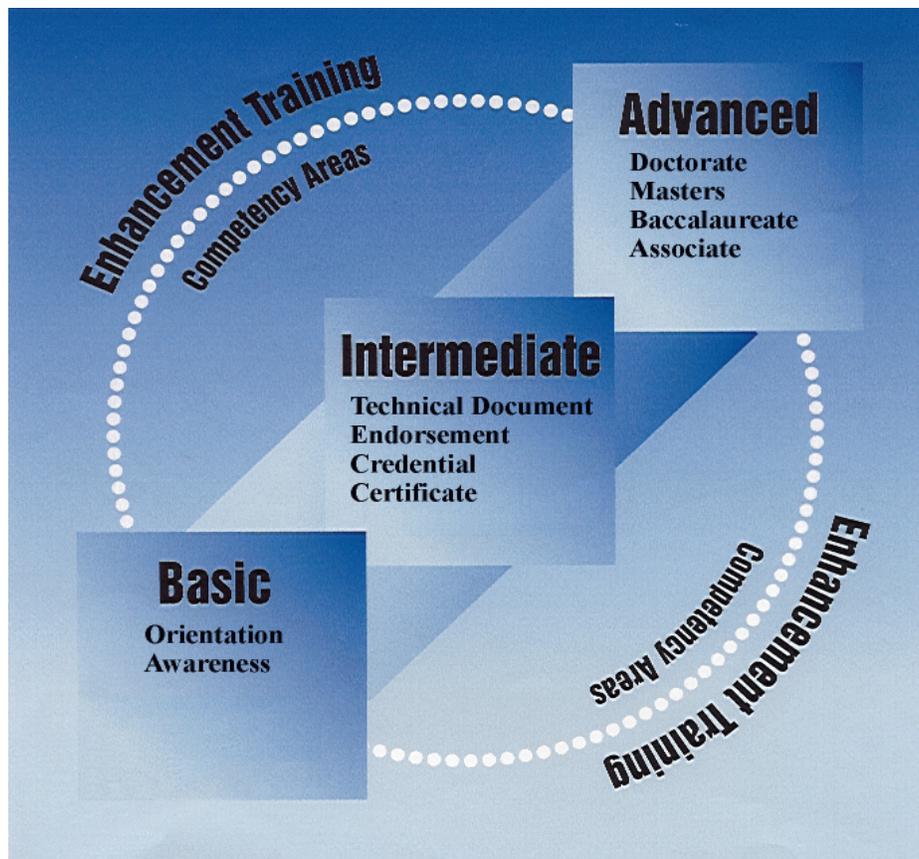




Arkansas
Early Childhood
Professional Development System

SPECTRUM



Vision Statement

All early childhood professionals in Arkansas value a coordinated professional development system based upon research and best practice, which contains high quality training experiences and allows for the development of career pathways to meet diverse needs of individuals.

Arkansas Early Childhood Profes

The **SPECTRUM** (Career Lattice) details ten education, experience in the field and professional individual developing a plan for professional

		BASIC		INTERMEDIATE		
		Practitioners who are developing an understanding and/or beginning to seek knowledge and skills		Practitioners who are frequently and/or consistently seeking knowledge and skills		
		Awareness	Orientation	Certificate	Credential	Endorsement
Career Roles		<ul style="list-style-type: none"> ◆ Prospective Individuals ◆ Parents 	<ul style="list-style-type: none"> ◆ High School Student ◆ Caregiver/Teacher ◆ Teacher Assistant ◆ Substitute ◆ Home Visitor ◆ Family Child Care Provider ◆ Director ◆ Paraprofessional 	<ul style="list-style-type: none"> ◆ Caregiver/Teacher ◆ Teacher Assistant ◆ Home Visitor ◆ Administrator ◆ Family Child Care Provider ◆ Director ◆ Paraprofessional 	<ul style="list-style-type: none"> ◆ Caregiver/Teacher ◆ Teacher Assistant ◆ Home Visitor ◆ Administrator ◆ Family Child Care Provider ◆ Director ◆ Paraprofessional ◆ Trainer 	<ul style="list-style-type: none"> ◆ Caregiver/Teacher ◆ Teacher Assistant ◆ Home Visitor ◆ Administrator ◆ Family Child Care Provider ◆ Director ◆ Paraprofessional ◆ Trainer
Training Programs	<small>*Minimum Licensing Requirement †Meets criteria for CDA Scholarship eligibility</small> <ul style="list-style-type: none"> ◆ Introduction to Child Care (3 clock hours) ◆ Early Care and Education Direct[†] (30 clock hours) 	<ul style="list-style-type: none"> ◆ High School Diploma/GED* ◆ CPR Training* ◆ Arkansas Children's Program Administrator Orientation*[†] (18 clock hours) ◆ Child Care Orientation Training[†] (10 clock hours) ◆ Family Child Care Provider[†] (8 clock hours) ◆ Secondary Child Guidance, Management and Services[†] (140 to 180 clock hours) 	<ul style="list-style-type: none"> ◆ Arkansas Children's Program Administrator Certificate (60 clock hours) ◆ Best Care (10 clock hours) ◆ Early Care and Education Specialist Certificate (60 clock hours) ◆ Caregiver Certificate (90 clock hours) <ul style="list-style-type: none"> • CD: Birth to Three • CD: Three to Five • CD: Five to Eight • Creative Activities • Guidance & Behavior Management • Health & Safety 	<ul style="list-style-type: none"> ◆ Arkansas Child Care Apprenticeship Certificate (minimum 144 clock hours per year and a minimum of 2000 up to 4000 on-the-job hours) ◆ Arkansas Children's Program Administrator Credential (60 clock hours) ◆ Child Development Associate (120 clock hours) ◆ NAFCC Accreditation (90 clock hours) 	<ul style="list-style-type: none"> ◆ Early Care and Education Curriculum Endorsement (135 clock hours) <ul style="list-style-type: none"> • AECE Framework Handbook Course (45 clock hours) • Pre-K Early Literacy Learning in Arkansas (30 clock hours) • Pre-K Math-Science (30 clock hours) • Pre-K Social Emotional Learning (30 clock hours) ◆ Mentor Endorsement (45 clock hours) 	
Enhancement Training Hours	None required at this level	15 hours or more approved training per year to maintain status at this level	15 hours or more approved training per year to maintain status in this level	15 hours or more approved training per year to maintain status in this level	15 hours or more approved training per year to maintain status in this level	15 hours or more approved training per year to maintain status in this level
Professional Activity	None required at this level	None required at this level	Membership and participation in early childhood professional organization	Membership and participation in early childhood professional organization	Membership and participation in early childhood professional organization	Membership and participation in early childhood professional organization
Experience Required	None required at this level	Previous experience preferred or currently working in early care and education	Determined by the certifying agency or organization	Determined by the credentialing agency or organization	Determined by the endorsing agency or organization	Determined by the endorsing agency or organization

Professional Development **SPECTRUM**

levels of career development based on training, professional activity. The **SPECTRUM** plots a course for any professional growth in early care and education.

	ADVANCED				
	Practitioners who have knowledge, ability to modify, evaluate and synthesize; and/or are fostering growth, exercising leadership and promoting advocacy				
Technical Document	Associate	Baccalaureate	Masters	Doctorate	
<ul style="list-style-type: none"> ◆ Caregiver/Teacher ◆ Teacher Assistant ◆ Home Visitor ◆ Administrator ◆ Family Child Care Provider ◆ Director ◆ Paraprofessional ◆ Mentor ◆ Trainer 	<ul style="list-style-type: none"> ◆ Teacher ◆ Teacher Assistant ◆ Home Visitor ◆ Administrator ◆ Specialist ◆ Mentor ◆ Family Child Care Provider ◆ Director ◆ Paraprofessional 	<ul style="list-style-type: none"> ◆ Teacher ◆ Administrator ◆ Specialist ◆ Consultant ◆ Trainer ◆ Mentor ◆ Family Child Care Provider ◆ Director 	<ul style="list-style-type: none"> ◆ Teacher ◆ Instructor ◆ Administrator ◆ Specialist ◆ Consultant ◆ Mentor ◆ Advisor ◆ Trainer ◆ Researcher ◆ Director 	<ul style="list-style-type: none"> ◆ Instructor/ Professor ◆ Administrator ◆ Teacher ◆ Specialist ◆ Consultant ◆ Mentor ◆ Advisor ◆ Trainer ◆ Researcher ◆ Director 	Career Roles
<ul style="list-style-type: none"> ◆ Certificate of Proficiency (9 to 15 credit hours) ◆ Technical Certificate (24 to 30 credit hours) ◆ Technical Diploma (CDA Credential and 27 credit hours) 	<ul style="list-style-type: none"> ◆ Associate of Arts (60 to 64 credit hours) ◆ Associate of Applied Science (60 to 72 credit hours) ◆ Associate of General Studies/Liberal Arts (60 to 64 credit hours) ◆ Associate of Science (60 to 72 credit hours) 	<ul style="list-style-type: none"> ◆ Bachelor's degree in Early Childhood Education, Child/Human Development, Family and Consumer Science or related fields (124 or more credit hours) 	<ul style="list-style-type: none"> ◆ Master's degree in Early Childhood Education, Child/Human Development, Family and Consumer Science or related fields (30 or more credit hours) 	<ul style="list-style-type: none"> ◆ Doctoral degree in Early Childhood Education, Child/Human Development, Family and Consumer Science or related fields (102 or more credit hours) 	Minimum Licensure Requirement ¹ Meets criteria for CDA Scholarship eligibility Training Programs
15 hours or more approved training per year to maintain status in this level	15 hours or more approved training per year to maintain status in this level	15 hours or more approved training per year to maintain status in this level	15 hours or more approved training per year to maintain status in this level	15 hours or more approved training per year to maintain status in this level	Enhancement Training Hours
Membership and participation in early childhood professional organization	Membership and participation in early childhood professional organization	Membership and participation in early childhood professional organization	Membership and participation in early childhood professional organization	Membership and participation in early childhood professional organization	Professional Activity
Determined by institution	Determined by degree from institution	Determined by degree from institution	Determined by degree from institution	Determined by degree from institution	Experience Required

EXPLANATION OF TERMS

- ◆ **CAREER ROLES:** Career roles are positions in the public and private sector that provide early care and education to children ages birth to eight. (School-age is through age twelve.)
- ◆ **TRAINING PROGRAMS:** Training programs provide training in professional growth to individuals in the field of early care and education. Training required in the Minimum Licensing Requirements is noted with an asterisk in the basic level.
- ◆ **ENHANCEMENT TRAINING HOURS:** Enhancement training develops and extends the skills and knowledge of caregivers and improves their performance in current roles. To maintain status in the Arkansas Early Childhood Professional Development System Spectrum/Registry, at least 15 clock hours of enhancement training are required every twelve months.
- ◆ **PROFESSIONAL ACTIVITY:** Professional activity is participation in and contribution to the field of early care and education that goes beyond the expectations of the individual's current role. Membership in an early childhood professional organization is required to maintain status in the Arkansas Early Childhood Professional Development System Spectrum/Registry.
- ◆ **EXPERIENCE REQUIRED:** This refers to the amount of experience required in each level of the Arkansas Early Childhood Professional Development System Spectrum/Registry.

LEVELS AND TRAINING PROGRAMS

BASIC

- ◆ **AWARENESS:** Training provides an introduction to early care and education as a profession.

Introduction to Child Care — Introduction to Child Care consists of three clock hours of training that is designed to inform potential caregivers about the options and regulations involved in opening a child care center, becoming a registered or licensed family child care provider or working in a child care center.

Contact: NeCol Whitehead, University of Arkansas, 479-575-3762, 575-3375 or 800-632-8754

Early Care and Education (ECE) Direct[†] — This self-paced course provides 30 clock hours of online training. The six modules engage participants in online assignments and discussions, building a knowledge base of best practices. Topics include health and safety, child development, learning environment design, language/literacy, curriculum, and professionalism. (Formerly Pre-Employment: Introduction to Early Care and Education.) Meets orientation criteria for CDA scholarship eligibility and for Quality Approval accreditation. [3.0 CEUs]

Contact: Jo Ann Nalley, Childhood Services, Arkansas State University, 870-972-3055 or 888-429-1585

- ◆ **ORIENTATION:** Training is for those who have entered the field or a new position in the field of early care and education.

Arkansas Children's Program Administrator[†] (ACPA) Orientation — Orientation assists new administrators in successfully fulfilling their responsibilities for managing the program, supervising the staff, and working with families and the community. ACPA Orientation consists of 18 clock hours of training, provided in three six-hour sessions. Required for all new center directors. [1.8 CEUs]

Contact: Jo Ann Nalley, Childhood Services, Arkansas State University, 870-972-3055 or 888-429-1585

Child Care Orientation Training[†] (CCOT) — Child Care Orientation Training is a statewide program consisting of 10 clock hours of basic orientation training for child care workers who have had little or no previous child care training. The curriculum is divided into five modules of instruction. A certificate is awarded upon completion of the training. With verification of completing CCOT, persons employed in child care are eligible for CDA scholarship funds. [1.0 CEU]

Contact: Marietta Baltz, University of Arkansas, 479-575-4289, 575-3375 or 800-632-8754

Family Child Care Provider[†] (FCCP) — Family Child Care Provider training consists of 8 clock hours (six hours in class, two hours out of class) of training designed to help new family child care providers. The training course covers the following topics: Profession and Regulations, Organizing the Home, Guiding Children Through the Day, Business Management, and Family Child Care Provider Review. [0.8 CEU]

Contact: Marietta Baltz, University of Arkansas, 479-575-4289, 575-3375 or 800-632-8754

Secondary Child Care Guidance, Management and Services[†] (SCCGMS) — Experiences in this course are designed to provide high school students with information and experiences in the occupational field of child care and guidance management and services. Emphasis in this course is given to development of competencies related to employability, understanding the child care profession, child development, health and safety of children, guiding children's behavior, caring for children with special needs, the management of a child care program and facility and the effects of technology on child care. This program consists of 40 to 60 clock hours of on-the-job training and 100-120 clock hours of instructional theory.

Contact: Suellen Ward, Arkansas Department of Workforce Education, 501-682-1115

[†]Meets criteria for CDA scholarship eligibility

INTERMEDIATE

- ◆ **CERTIFICATE:** A document is issued to a person completing a course of study with attendance as a requirement.

Arkansas Children's Program Administrator Certificate and Credential (ACPAC & C) — The Administrator Certificate (60 clock hours) and Credential (60 clock hours) help program administrators continue to develop their knowledge and skills in leadership and management. The Certificate course is offered in three two-day seminars. Credential participants customize their professional development by selecting from a menu of seminars. [Certificate: 4.8 CEUs. Credential: 6.0 CEUs]
Contact: Jo Ann Nalley, Childhood Services, Arkansas State University, 870-972-3055 or 888-429-1585

Best Care (BC) — Best Care consists of 10 clock hours of child care training provided by the University of Arkansas, Cooperative Extension Service. Training includes topics on business management, nutrition and food safety, health and safety and child development. Training is offered free of charge to practitioners. CEUs are available.
Contact: Traci Johnston, University of Arkansas Cooperative Extension Service, 501-671-2364 or local County Extension Office

Caregiver Certificate (CC) — The Caregiver Certificate Program builds on Child Care Orientation Training. CC provides in-depth training in areas that are of concern to caregivers and will consist of the following six courses: Child Development: Birth to Three, Child Development: Three to Five, Child Development: Five to Eight, Creative Activities, Guidance and Behavior Management, and Health and Safety. Each course consists of 15 clock hours of training and a certificate of completion. A Caregiver Certificate will be awarded upon completion of all six courses (90 clock hours or 6 credit hours). [9.0 CEUs]
Contact: NeCol Whitehead, University of Arkansas, 479-575-3762, 575-3375 or 800-632-8754

Early Care and Education (ECE) Specialist Certificate — ECE Specialist Certificate begins with 20 clock hours of child development training. Participants then select a specialty area (infant/toddler, preschool, school-age, or family child care) for the next 20 hours. The final block of 20 hours requires completion of an individual professional development plan. [6.0 CEUs]
Contact: Jo Ann Nalley, Childhood Services, Arkansas State University, 870-972-3055 or 888-429-1585

- ◆ **CREDENTIAL:** A document attesting to the person's qualifications is issued and involves field experience and assessment.

Arkansas Child Care Apprenticeship Program (ACCAP) — The Arkansas Child Care Apprenticeship Certificate is awarded at the successful completion of the performance-based program. A minimum of 144 related instructional clock hours per year plus a minimum of 2000 and up to 4000 on-the-job training hours are required for this program. Training and observations for the Child Development Associate Credential are included. Apprentices become skilled, certified journey-level child care workers.
Contact: Division of Child Care and Early Childhood Education, 501-682-9699 or 800-445-3316

Child Development Associate (CDA) — A Child Development Associate is an individual who has successfully completed 120 clock hours of study, has completed a CDA assessment and has been awarded the CDA Credential. She/he has demonstrated competence in meeting the specific needs of children and works with parents and other adults to nurture children's physical, social, emotional and intellectual growth in a child development framework.
Contact: Division of Child Care and Early Childhood Education, 501-682-9699 or 800-445-3316

National Association for Family Child Care (NAFCC) Accreditation — Family Child Care Providers receive NAFCC Accreditation through a process of self-assessment, NAFCC validation home visit and parent surveys. The standards of quality assessed are: Relationships, Environment, Activities, Developmental Learning Goals, Safety and Health and Professional and Business Practices. Providers must have completed 90 clock hours of training and have cared for children.
Contact: Deborah Eaton, 619-466-8348

- ◆ **ENDORSEMENT:** A document is issued to a person completing a course of study with a specific emphasis.

Early Care and Education Curriculum (ECEC) Endorsement — Early Care and Education Curriculum Endorsement consists of six classes (135 clock hours or 9 college credits) of in-depth content and appropriate practices for three to five year olds. The following classes are required: Arkansas Early Childhood Education Framework Handbook for Three and Four Year Old Children Course (AECE Framework), Pre-K Early Literacy Learning in Arkansas (Pre-K ELLA), Pre-K Math-Science (Pre-K MS), and Pre-K Social Emotional Learning (Pre-K SEL). [13.5 CEUs]
Contact: University of Arkansas, 479-575-6637 or 800-632-8754

Arkansas Early Childhood Education (AECE) Framework Handbook for Three and Four Year Old Children Course — The AECE Framework Handbook Course has been designed to help early childhood professionals effectively use the AECE Framework Handbook. The 45-hour course consists of the following three 15-hour classes: AECE Framework Handbook: An Introduction, AECE Framework Handbook: Curriculum Planning and Activities, AECE Framework Handbook: Observation and Assessment. [4.5 CEUs]
Contact: University of Arkansas, 479-575-6637 or 800-632-8754

Pre-K Early Literacy Learning in Arkansas Endorsement (Pre-K ELLA) — Pre-K ELLA provides 30 clock hours of training experiences that prepare participants to help children develop early literacy and language skills. As a result of training, participants can provide literacy rich environments for children that promote language and literacy development and provide them with a solid foundation for later reading and writing. [3.0 CEUs]
Contact: University of Arkansas, 479-575-6637 or 800-632-8754

INTERMEDIATE

Endorsement continued...

Pre-K Math-Science — Pre-K Math and Science is a 30 clock hour course designed to introduce early childhood professionals to the standards, concepts and skills related to math and science learning during the preschool years. This training is appropriate for teachers in center-based programs, family child care providers and pre-kindergarten classrooms. [3.0 CEUs]
Contact: Division of Child Care and Early Childhood Education, 501-682-9699 or 800-445-3316

Pre-K Social Emotional Learning — Pre-K Social Emotional Learning provides 30 clock hours of training experiences to help participants promote children's development of a positive understanding and concern for self (self-concept) and others, an ability to interact and communicate successfully with adults and peers, and the demonstration of positive behaviors, such as self-control, caring, and cooperation. [3.0 CEUs]
Contact: University of Arkansas, 479-575-6637 or 800-632-8754

Early Childhood Mentor Endorsement (ME) — The Mentor Endorsement is designed for experienced administrators, lead teachers, and consultants in high quality programs. The 45-clock hour course includes a combination of seminars and online learning experiences. The ME focuses on the nature of mentoring, characteristics and needs of adult learners, skills for successful mentoring, and leadership. [4.5 CEUs]
Contact: Jo Ann Nalley, Childhood Services, Arkansas State University, 870-972-3055 or 888-429-1585

- ◆ **TECHNICAL DOCUMENT:** A document is issued to a person completing a technical course of study in a two-year institution. Program requirements, title of documents, clock hours and credit hours vary among the institutions. For more information, contact a two-year college or technical institute, the Arkansas Department of Higher Education at 501-371-2000 (Web site: arkansashighered.com) or the Arkansas Department of Workforce Education at 501-682-1500 (Web site: dwe.arkansas.gov).

Certificate of Proficiency — A certificate of proficiency is a course of study usually consisting of 9 to 15 credit hours that prepares an individual for further study in early care and education.

Technical Certificate — A technical certificate is awarded to a student who desires a more in-depth program of study in early childhood education and requires 24 to 30 credit hours.

Technical Diploma — This program usually requires that a student participate in the CDA credential program and take other early childhood education courses. Students must have 27 credit hours in addition to their CDA course work to be issued the diploma.

ADVANCED

For more information, contact an institution or the Arkansas Department of Higher Education at 501-371-2000 (Web site: www.arkansashighered.com).

- ◆ **ASSOCIATE:** An associate degree is awarded from a post-secondary, two-year program of study and is generally equivalent to 60 to 72 credit hours.
 - Associate of Arts (AA)** — Awarded to individuals who successfully complete a program of collegiate level work, which is transferable toward a baccalaureate degree. The state minimum general education core will be a part of the degree. (60 to 64 credit hours)
 - Associate of Applied Science (AAS)** — Awarded to individuals who successfully complete a program of collegiate level work which is primarily designed for direct employment. The program includes a minimum of 15 credit hours of general education courses. (60 to 72 credit hours)
 - Associate of General Studies/Liberal Arts (AGS)** — Awarded to individuals who successfully complete a planned program of collegiate level work of transferable and/or occupational courses. The degree plan must have a general education core of at least 15 credit hours. Course work must include at least 15 credit hours of the defined general education core with both verbal and quantitative components. (60 to 64 credit hours)
 - Associate of Science (AS)** — Awarded to individuals who successfully complete a program of collegiate level work with an occupational objective of which the majority of occupational courses and all general education courses are transferable toward a baccalaureate degree. The program includes the state minimum general education core. (60 to 72 credit hours)
- ◆ **BACCALAUREATE:** A Bachelor's degree is awarded from a four-year college or university and is generally equivalent to 124 or more credit hours.
- ◆ **MASTERS:** A Master's degree is awarded by the graduate school of a college or university and is generally equivalent to 30 or more graduate credit hours.
- ◆ **DOCTORATE:** A Doctoral degree is awarded by the graduate school of a college or university and is generally equivalent to 102 hours or more graduate credit hours.

ARKANSAS EARLY CHILDHOOD PROFESSIONAL DEVELOPMENT SYSTEM REGISTRY

The Professional Development System Registry verifies trainers, approves training and tracks the training of practitioners. The purpose of the Registry is to insure quality, continuity and accessibility of training for early childhood practitioners in Arkansas.

Practitioner Registry:

Individual early childhood practitioners maintain a record of their professional development through the Practitioner Registry. This record assists Registry members in planning a career path and continued development.

Trainer Registry:

The Trainer Registry verifies trainer education, specialized training, and experience in identified areas of expertise. Through the Registry Web site, verified trainers may access summaries of their training evaluations and view preliminary rosters for registered training.

Training Registry:

The Training Registry lists professional development opportunities, as submitted by registered trainers. The Registry Web site includes schedules of upcoming training and offers online registration for many workshops.

To request a Registry Application:

Phone: 1-888-429-1585
1-800-445-3316
FAX: 1-870-972-3556
E-mail: prof_registry@astate.edu
Web site: <http://chs.astate.edu/registry.htm>



Arkansas Early Childhood
Professional Development System

Box 1437, Slot 140
Little Rock, Arkansas 72203-4608
Office: 501-682-9699 • Fax: 501-682-4897
<http://chs.astate.edu/registry.htm>



MY PROFESSIONAL DEVELOPMENT PLAN



What I have accomplished: "I am here!"

What I want to accomplish: "This is where I want to be!"

What are my next steps? "How do I get there?"

1.

2.

3.

4.

5.
