

Implementation Recommendations for the Early Childhood Education Profession

Transition Supports for Current Early Childhood Educators

Recommendation 1:

Honor Career Ladder Level Certificates as Waivers of Required Preparation Programs *Individual License Designations: ECE I, II, III*

Recommendation: For a limited time during the transition to the profession, honor [Northern Lights Career Ladder Level Certificates](#) as equivalent to the preparation programs that will be required in the future.

Career Ladder Level II Certificate = eligible to apply for ECE I Licensure

Career Ladder Level III-B Certificate = eligible to apply for ECE II Licensure

Career Ladder Level IV-A Certificate or higher = eligible to apply for ECE III Licensure

*What about Level III-A?

Design teams are still working out how Career Ladder Level III-A fits into the plan for waivers.

Questions about Career Ladder Level Certificates? Contact a [Northern Lights Resource Advisor](#).
Questions about this recommendation? Contact [Rachel Hunter, Outreach Coordinator](#).

VTAEYC helps early childhood educators access the resources and supports they will need to transition to the early childhood education profession.

Visit vtaeyc.org or contact info@vtaeyc.org to learn about scholarships, grants, bonuses, and other resources, as well as our commitment to advocate for phased-in implementation that honors the current and future workforce.

Designing an Early Childhood Education Profession: Who are these recommendations for?

Each recommendation comes from our [Task Force and Core Team](#), with support from additional focus groups and design teams. They are intended as ready-to-use, workforce-informed design recommendations for a future Vermont early childhood education professional board.

These align with the recommendations of the [Unifying Framework for the Early Childhood Education Profession](#). This is the core of a shared vision of a Vermont early childhood education profession informed by hundreds of Vermont early childhood educators through a consensus-based approach.

Please visit vtaeyc.org to learn more about our process.



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Transition Supports for Current Early Childhood Educators

Recommendation 2:

Prior Learning Assessment as a Flexible Approach to Demonstrate Competence

Individual License Designation: ECE II Transition License

Recommendation: For a limited time during the transition to the profession, experienced early childhood educators who do not have an associate degree may successfully complete one of the Prior Learning Assessment options at Community College of Vermont to become eligible for an ECE II Transition License.

Flexible options to show what you know are available through the Prior Learning Assessment programs at Community College of Vermont. These options are credit-bearing, stackable, efficient, and cost-effective.

Participating educators will show that they meet the objectives of four courses aligned with

NAEYC's *Professional Standards and Competencies*:

Introduction to Early Childhood Education

Child Development

Communication in the Early Childhood Education and After School Workplace

Curriculum Development for Early Childhood Education

Option 1: Competency-Based Pathways

- Independent option
- Cost: \$150 fee for each of the four Competency-Based Pathways
- Standardized assignments aligned with objectives for each of the four courses
- Fully online
- A faculty member evaluates your learning

Option 2: Focused Portfolio Development

- Supportive learning community option
- Cost: One-credit tuition and related fees (\$580)
- One-credit course offered spring, summer, and fall semesters
- Fully online or online with scheduled Zoom sessions
- Create a portfolio that provides documentation for up to 16 credits of college-level learning

Questions about Prior Learning Assessment options and supports?

Contact [Melissa DeBlois, Director, Office of Prior Learning Assessment at CCV](#).

Questions about this recommendation? Contact [Rachel Hunter, Outreach Coordinator](#).

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