

# Professional Development Overview

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# What's New in PD?

- Retired Career Lattice
- Removed official transcripts
- Removed “Trainer Renewal” requirement
- Piloting new trainer approval process
- Rebranded the Organization Trainer Mentors role
- Additional PD opportunities for trainers
- Revised MERIT Home Page
- Expanded Trainer Approval Board (2014)
- PD workgroup (Fall 2015)
- PD Joint Committee (July 2016)



# Becoming a State-Approved Trainer

## Old Process

- Multiple trainer labels (Advanced, intermediate, etc.)
- Long Application in MERIT
- DEL/TAB processes electronic application
- Renewal process every 3 years
- Required annual training in training adults, but it is difficult to find

## New Process

- Remove Trainer Labels (tie it all back to Core Competencies)
- Brief steps in MERIT, allow “offline submission”
- TAB Observer attends a training
- Removed renewal steps
- Coordinated PD opportunities for trainers

# Why is the Career Lattice gone?

- Recognize all professionals, even without an ECE degree.
- Allow all ECE professionals to 'see themselves' in the new framework.
- Recognize that education, especially certificates, are not linear.
- Collect high quality, verified data that is easy to report on.
- Align educational requirements across programs.

Step	Requirements	Education Mastery	Core Competency Level	Career opportunities
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			
3.	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	Statewide Credential	2	FCC Owner/Primary Provider CCC Lead Teacher School-Age Lead Teacher Montessori Student Internship
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			
6.	CSEFEL Training – Completion of 2 module trainings for infant/toddler OR Preschool and Short-term State Certificate ECE (20 credits)	Statewide Credential	2	Head Start Teacher Assistant ECEAP Assistant Teacher CCC Director CCC Program Supervisor Montessori IT (A to I) or ECE (Primary) Teacher
7.	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			
8.	65 college credits with 30 approved ECE or school-age college credits	Associate Degree	3	CCC Director (without program supervisor) CCC Program Supervisor School-Age Program Director School-Age Site Coordinator
9.	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			
10.	120 credits towards Bachelor's degree with 20 or more approved ECE or school-age college credits	Bachelor's Degree	4	ECEAP Lead Teachers ECEAP Family Support Specialist Head Start Lead Teacher (alternative pathway) Apprentice 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.	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			
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	Graduate degree	5	Head Start Teachers Head Start/ECEAP Education Coordinators CC Licensor Intermediate Trainer Montessori IT (A to I) or ECE (Primary) Teacher
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.	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	5	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 dissonance; quality assurance programs (such as CQS), 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 Assistance Program  
CSEFEL: Center on the Social and Emotional Foundations of Early Learning

View DEL requirements for Early Care and Education Professionals

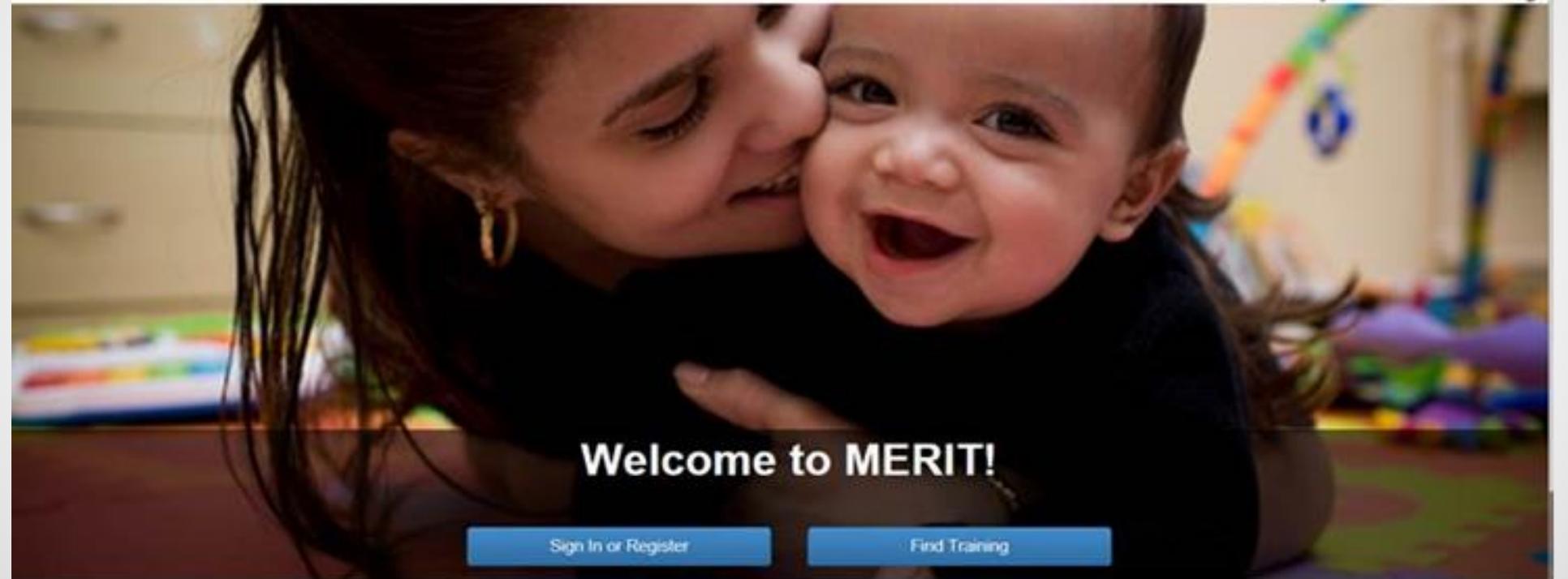
# Education Awards

Degree Award — available for highest level of education		
	GED (General Educational Development)	\$50
	high school diploma	\$50
	associate's degree	\$100
	bachelor's degree	\$200
	master's degree	\$300
	doctoral degree	\$400
ECE Major Award — available for up to four verified ECE majors		
	associate's degree with ECE major	\$100
	bachelor's degree with ECE major	\$100
	master's degree with ECE major	\$100
	doctoral degree with ECE major	\$100
ECE Certificates & Credentials Award — available for up to three verified ECE certificates & credentials		
	Child Care Basics	\$50
	Washington State ECE Initial Certificate	\$50
	Washington State ECE Short Certificate of Specialization	\$50
	Washington State ECE Certificate	\$50
	Child Development Associates (CDA) Credential™	\$50
	1 year ECE certificate/diploma (minimum of 45 credits)	\$50
	MACTE accredited teacher credential in infant/toddler (I/T)	\$50
	MACTE accredited teacher credential in ECE	\$50
	Association Montessori Internationale (AMI) diploma in assistants to infancy (A to I): covers birth–3 years of age	\$50
	Association Montessori Internationale (AMI) diploma in primary: covers 3–6 years of age	\$50
	13 Military Modules	\$50
	Other certificate equal to a minimum of 12 ECE credits	\$50

# MERIT: A new look!

MERIT  Washington's Professional  
Development Registry

 Washington State Department of  
Early Learning



Welcome to MERIT!

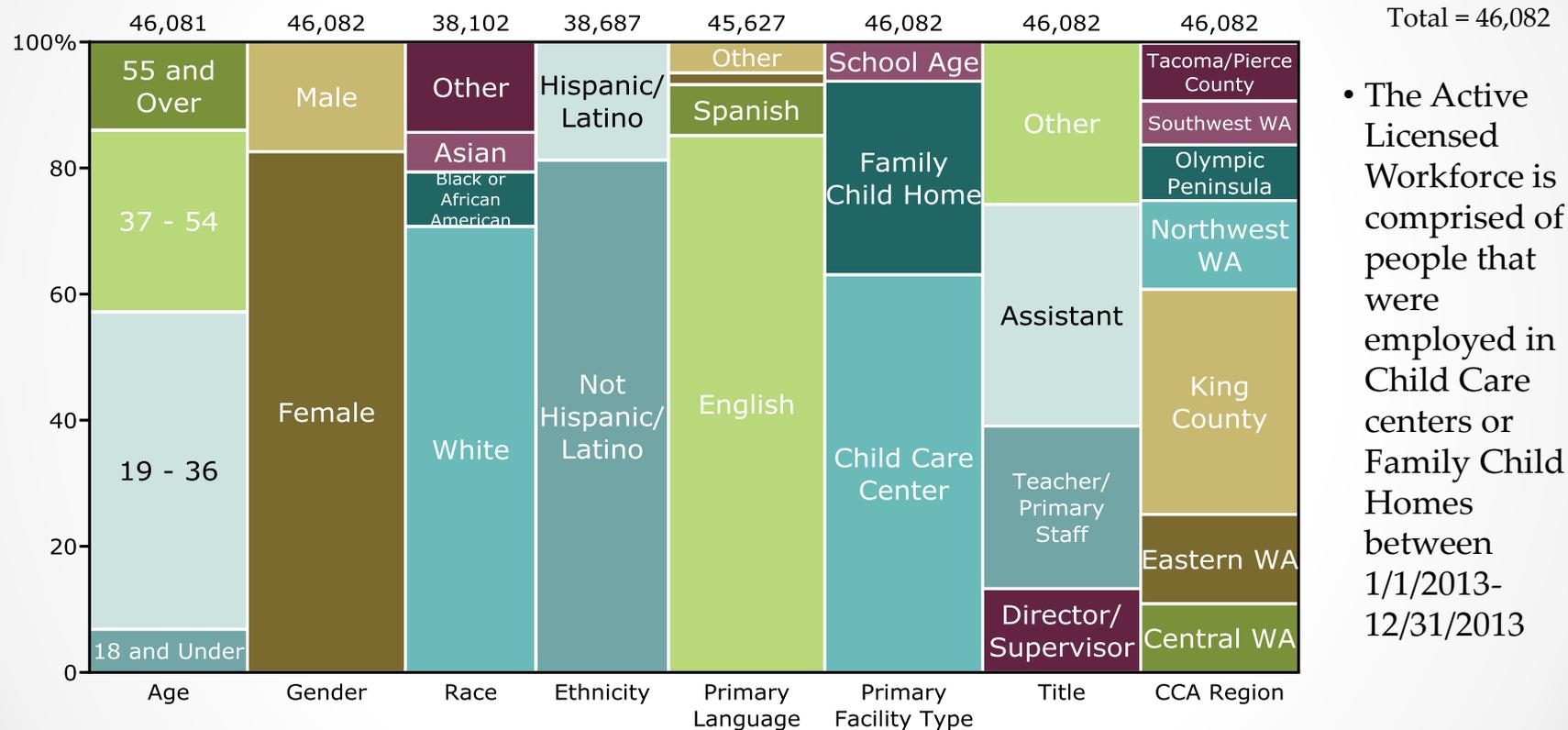
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# 2013 Workforce Report Overview

# Active Licensed Workforce Overview

The workforce is composed primarily of younger female employees at licensed Child Care Centers



- The Active Licensed Workforce is comprised of people that were employed in Child Care centers or Family Child Homes between 1/1/2013-12/31/2013

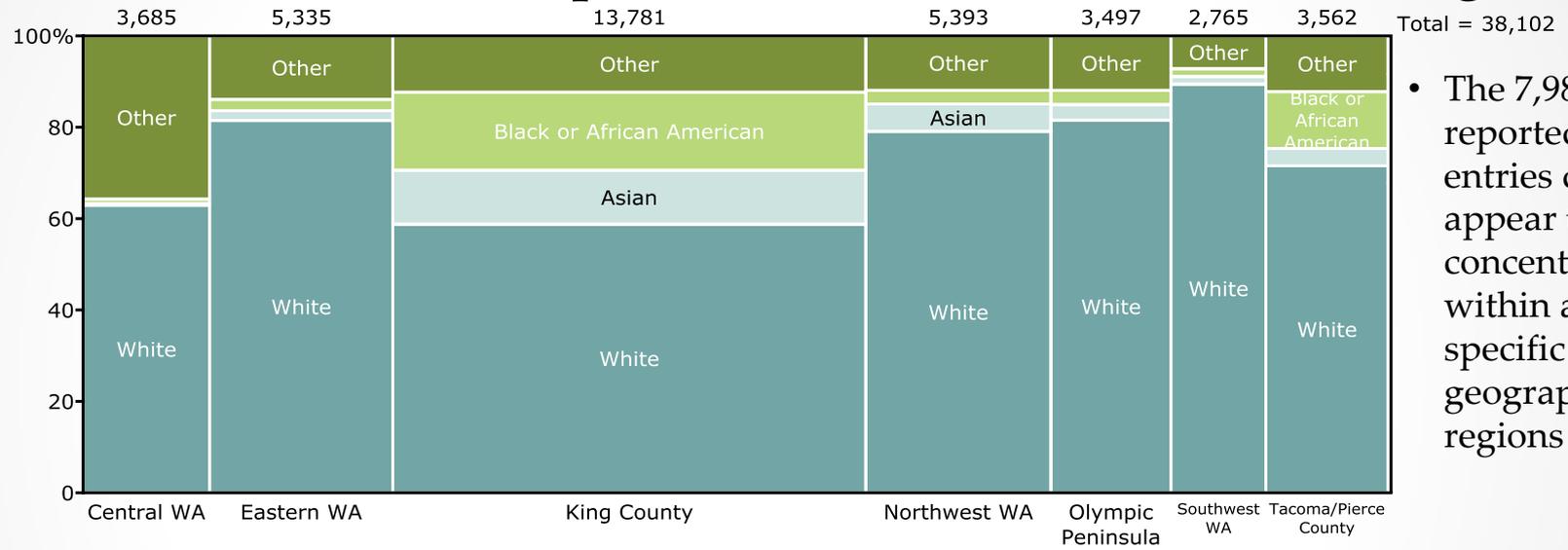
Missing Values: Age (1), Gender (0), Race (7,980), Ethnicity (7,395), Primary Language (455), Primary Facility Type (0), Title (0), CCA Region (0)

Note: Race and Ethnicity are optional fields in MERIT; Primary Language is only required if an employee signs up for MERIT online, it is not required if an employee creates a MERIT account via mail-in survey.

Source: MERIT Datasets, 1/1/2013-12/31/2013, monthly data extracts; HS/ECEAP, FFN excluded

# Race Distribution

Central Washington and King County employees have a more diverse racial composition than the rest of Washington



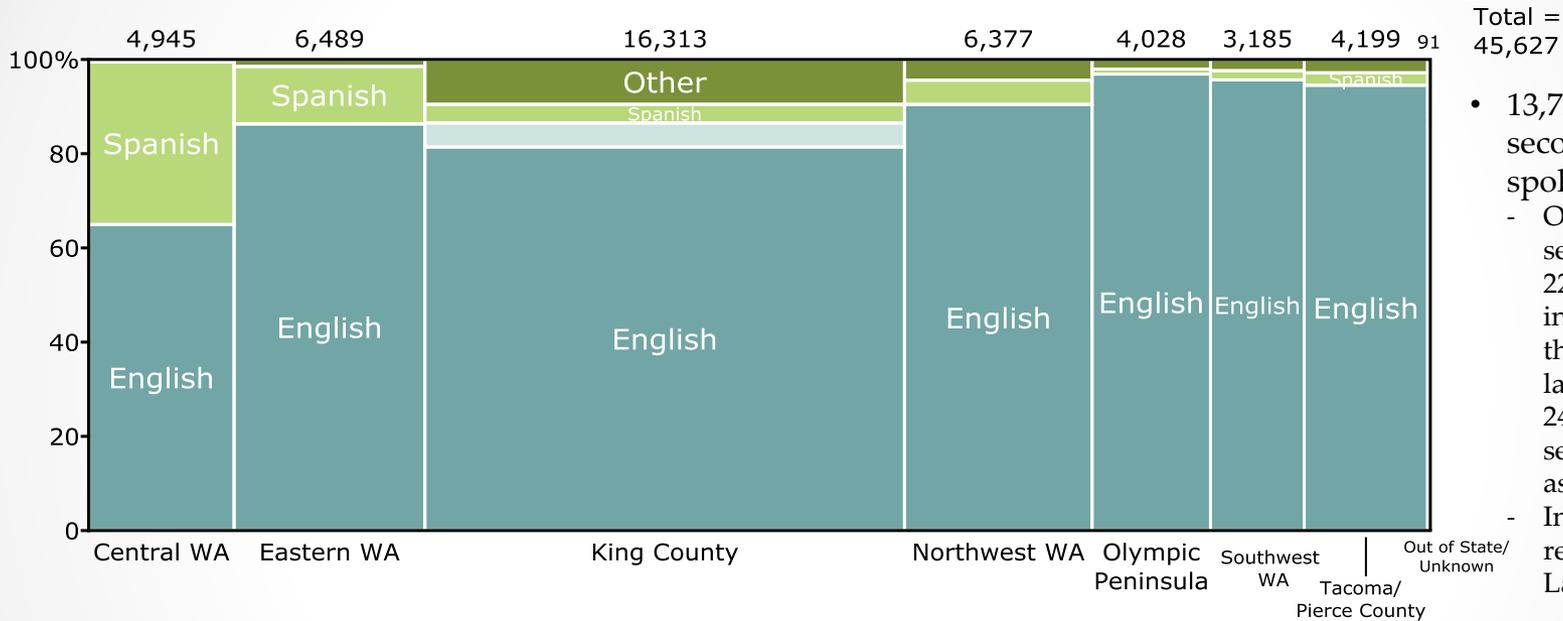
- The 7,980 unreported entries do not appear to be concentrated within any specific geographic regions

Counties:	Central WA	Eastern WA	King	Northwest WA	Olympic Peninsula	Southwest WA	Tacoma/Pierce County
	Adams	Asotin	King	Island	Clallam	Clark	Pierce
	Chelan	Benton		San Juan	Grays Harbor	Cowlitz	
	Douglas	Columbia		Skagit	Jefferson	Klickitat	
	Ferry	Franklin		Snohomish	Kitsap	Lewis	
	Grant	Garfield		Whatcom	Mason	Pacific	
	Kittitas	Lincoln			Thurston	Skamania	
	Okanogan	Pend Oreille				Wahkiakum	
	Yakima	Spokane					
		Stevens					
		Walla Walla					
		Whitman					

Note: Race and Ethnicity are two different questions. Regions mirror those in the survey. "Other" includes American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander and "Other."

# Language Distribution

34% of the Active Licensed Workforce in Central WA and 12% in Eastern WA list their primary language as Spanish



- 13,736 (30%) report a second language spoken
  - Of those that report a secondary language, 22% of the workforce in Central WA list their secondary language as English, 24% list their secondary language as Spanish
  - In King County, 20% report their Second Language as English

Counties:	Adams	Asotin	King	Island	Clallam	Clark	Pierce
	Chelan	Benton		San Juan	Grays	Cowlitz	
	Douglas	Columbia		Skagit	Harbor	Klickitat	
	Ferry	Franklin		Snohomish	Jefferson	Lewis	
	Grant	Garfield		Whatcom	Kitsap	Pacific	
	Kittitas	Lincoln			Mason	Skamania	
	Okanogan	Pend Oreille			Thurston	Wahkiakum	
	Yakima	Spokane					
		Stevens					
		Walla Walla					
		Whitman					

● Note: 455 people did not specify a primary language Source: MERIT Datasets, 1/1/2013-12/31/2013, monthly data extracts; HS/ECEAP, FFN excluded

# Compensation Data: Overview

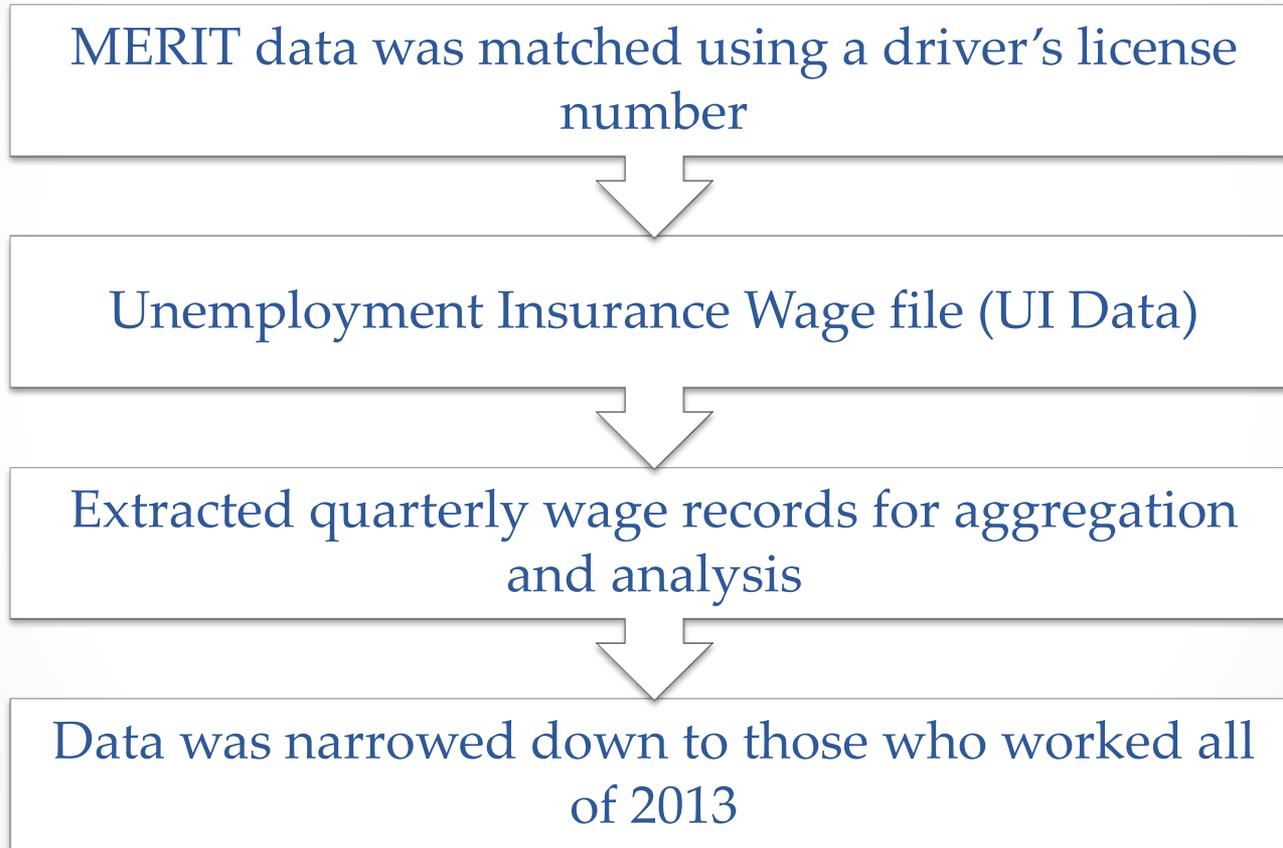
## Partnership with P-20 longitudinal data system

- Education Research and Data Center (ERDC) in the Office of Financial Management

## Role of ERDC

- Generates cross-sector datasets
- Share data with partners to help inform policy
- Works collaboratively with data partners to help understand P20w data
- Performs research
- Follows federal guidelines for data and research

# Compensation Data: Process



# Compensation Data Sample

Earnings by job title of job with most earnings, and CCA Region, worked in all four quarters of 2013 in Jobs in major Child Care Industry`	Central WA		Eastern WA		Northwest WA		Southwest WA	
	Median	N	Median	N	Median	N	Median	N
<b>Child Care Center Assistant Director</b>	*	*	\$21,936	16	\$31,058	19	\$25,395	17
<b>Child Care Center Assistant or Aide</b>	\$15,153	134	\$14,369	170	\$15,899	246	\$15,071	105
<b>Child Care Center Director</b>	\$36,775	30	\$30,000	37	\$40,604	49	\$39,470	30
<b>Child Care Center Lead Teacher</b>	\$18,099	160	\$18,825	289	\$21,373	286	\$19,327	137
<b>Child Care Center Program Supervisor</b>	\$31,304	22	\$26,144	19	\$32,631	19	*	*

Earnings by job title of job with most earnings, and CCA Region, worked in all four quarters of 2013 in Jobs in major Child Care Industry	King		Pierce		Olympic Peninsula	
	Median	N	Median	N	Median	N
<b>Child Care Center Assistant Director</b>	\$34,799	68	\$21,398	16	\$23,943	13
<b>Child Care Center Assistant or Aide</b>	\$20,223	712	\$14,994	138	\$15,540	96
<b>Child Care Center Director</b>	\$49,103	154	\$34,195	44	\$36,205	19
<b>Child Care Center Lead Teacher</b>	\$27,697	1019	\$20,117	217	\$19,828	122
<b>Child Care Center Program Supervisor</b>	\$35,003	63	\$25,780	13	*	*

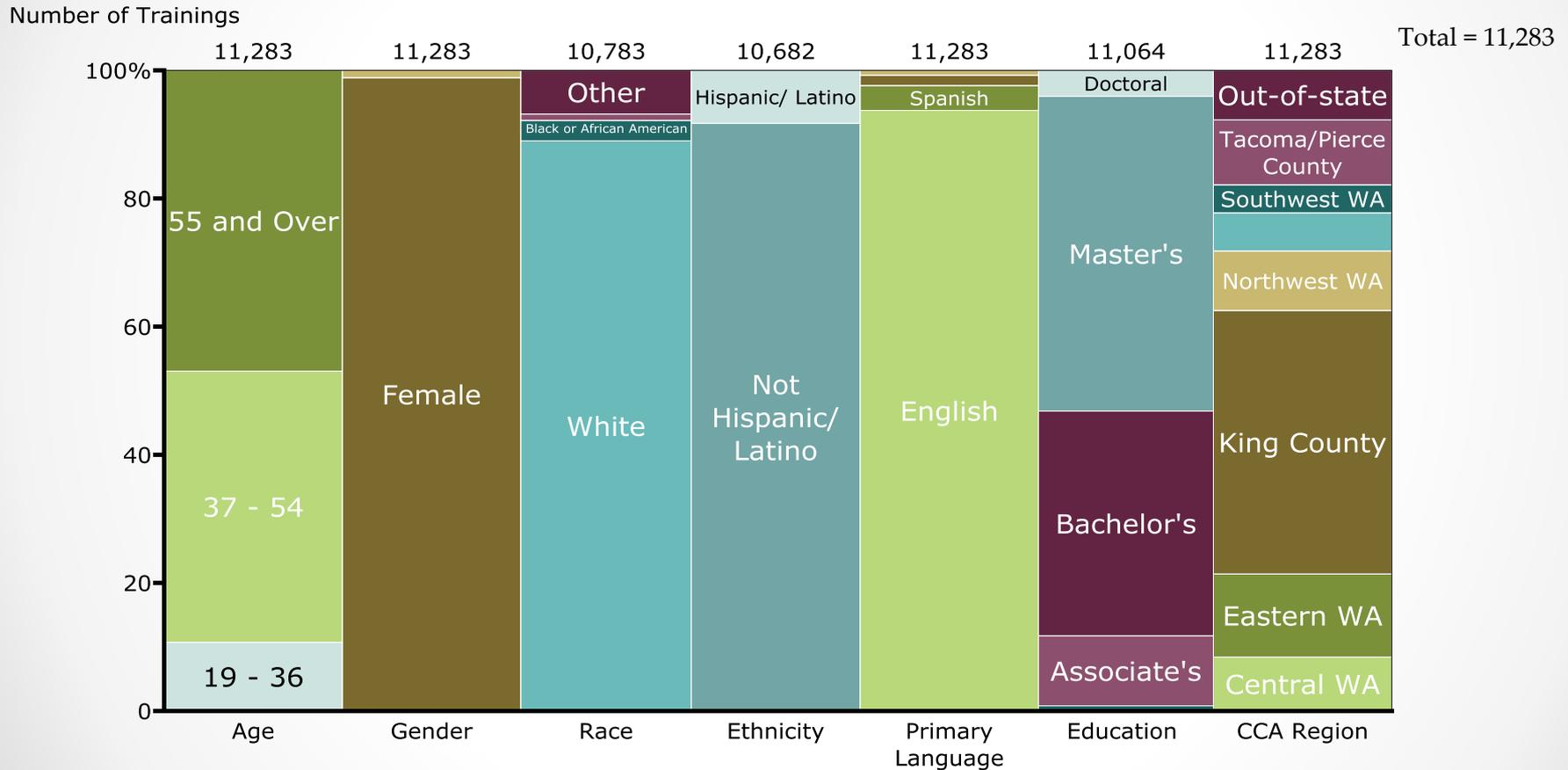
The major child care industries are those with the most child care workers: 6244 (Child Day Care Services), 6241 (Individual and Family Services) and 6111 (Elementary and Secondary Schools. \*= N less and or equal to 10, blank = no employment in cell.

NAICS	<p align="center"><b>Table 1. Industry: (worked <u>all four quarters</u> in 2013, industry of highest earnings in year), May include earnings from other industries.</b></p>	Median Earnings	N
6244	Child Day Care Services	\$21,010	4695
6111	Elementary and Secondary Schools	\$25,104	738
8134	Civic and Social Organizations	\$16,987	424
6241	Individual and Family Services	\$20,787	361
6112	Junior Colleges	\$29,850	266
7225	Restaurants and Other Eating Places	\$13,849	217
7139	Other Amusement and Recreational Activities	\$12,952	125
9211	Executive, Legislative and other General Government Support"	\$28,031	120
6231	Nursing Care Facilities (Skilled Nursing Facilities)	\$18,627	81
6221	General Medical and Surgical Hospitals	\$34,222	78
6214	Outpatient Care Centers	\$32,011	75
6242	Community Food and Housing, and Emergency and Other Relief Services	\$22,589	71
4529	Other General Merchandise Stores	\$16,698	66
6116	Clothing Stores	\$9,447	59
	All Other Industries		1904
•	Total	\$21,916	9280

# 2013 Trainer Demographics Overview

# Trainer Demographics

The majority of training was conducted by trainers who are older, white, non-Hispanic, English speaking and have at least a BA



Missing Values

0

0

500

601

0

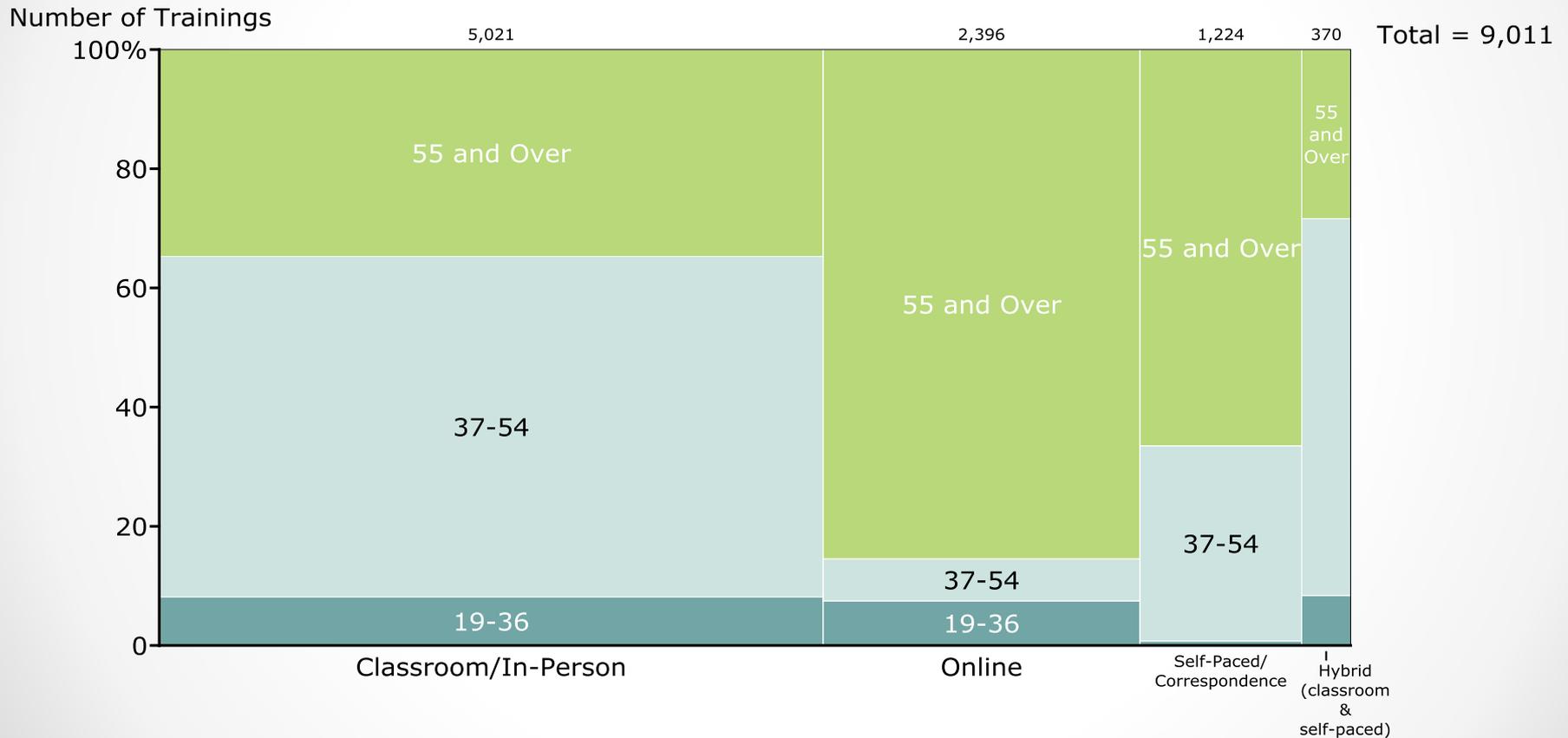
219

0

Source: MERIT Datasets, 1/1/2013-12/31/2013, monthly data extracts; Education Awards 3/1/2014

# Delivery Method & Age

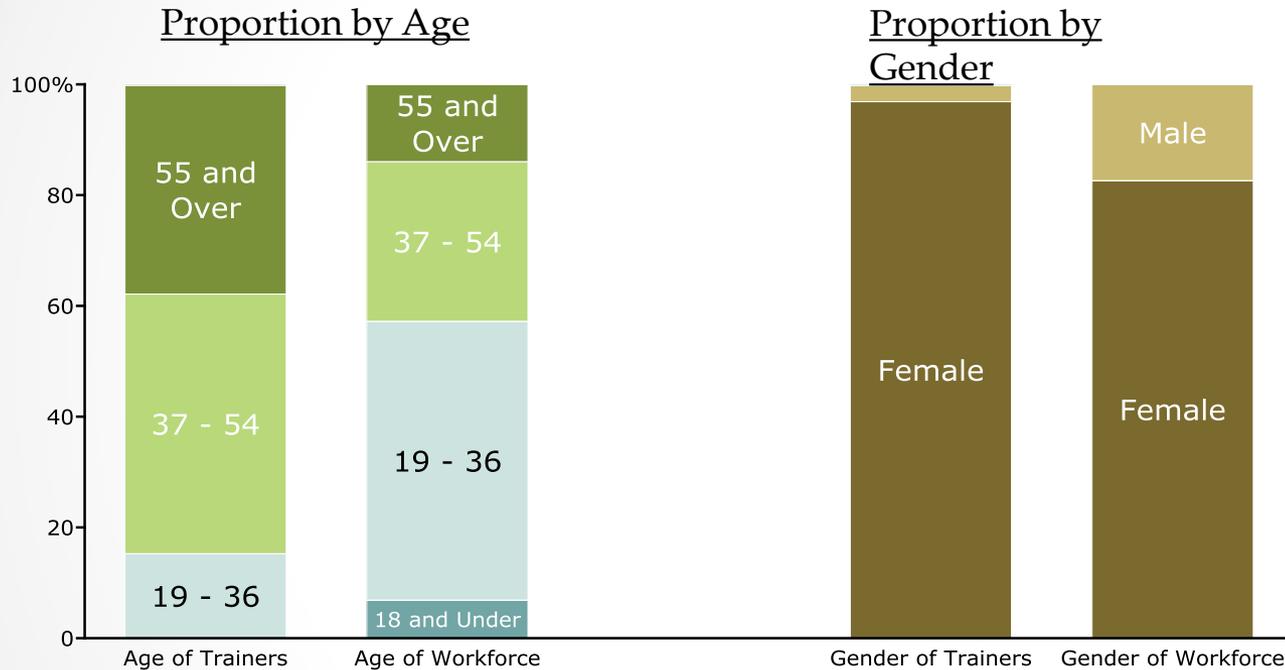
Trainers who are 55 and over conduct the largest proportion of online continuing education trainings as well. (Annual Continuing Education Only)



Source: MERIT Datasets, 1/1/2013-12/31/2013, monthly data extracts; Education Awards 3/1/2014

# Trainers Vs. The Active Licensed Workforce

The population of trainers is older and has a greater proportion of females than the entire ALW



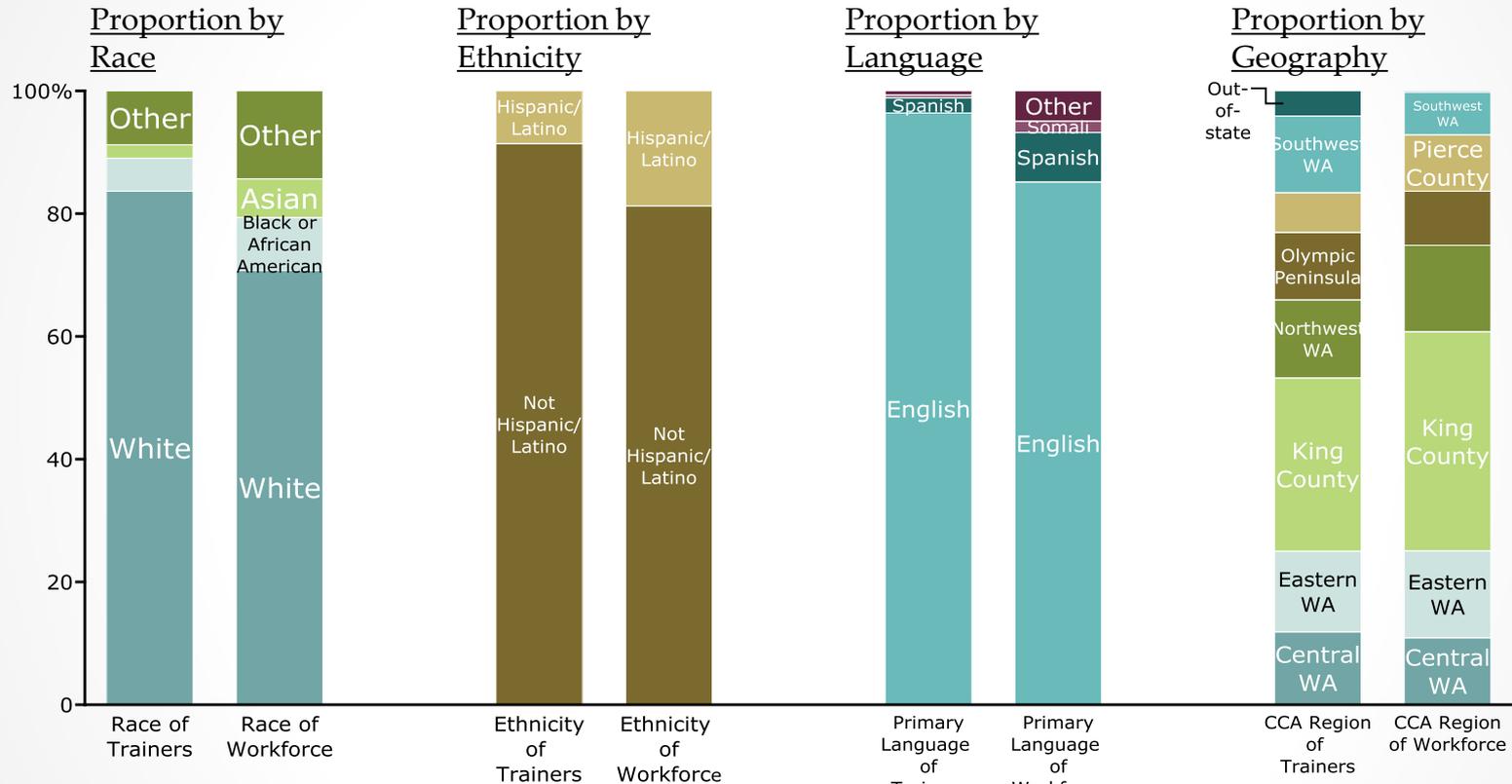
A greater proportion of trainers are over 37

A greater proportion of trainers are female

- The Active Licensed Workforce is comprised of 46,082 people that were employed in Child Care Centers or Family Child Homes between 1/1/2013-12/31/2013

# Trainers Vs. The Active Licensed Workforce

Trainers have a greater proportion of white, non-Hispanic, English Speakers than the Active Licensed Workforce



A greater proportion of trainers are white

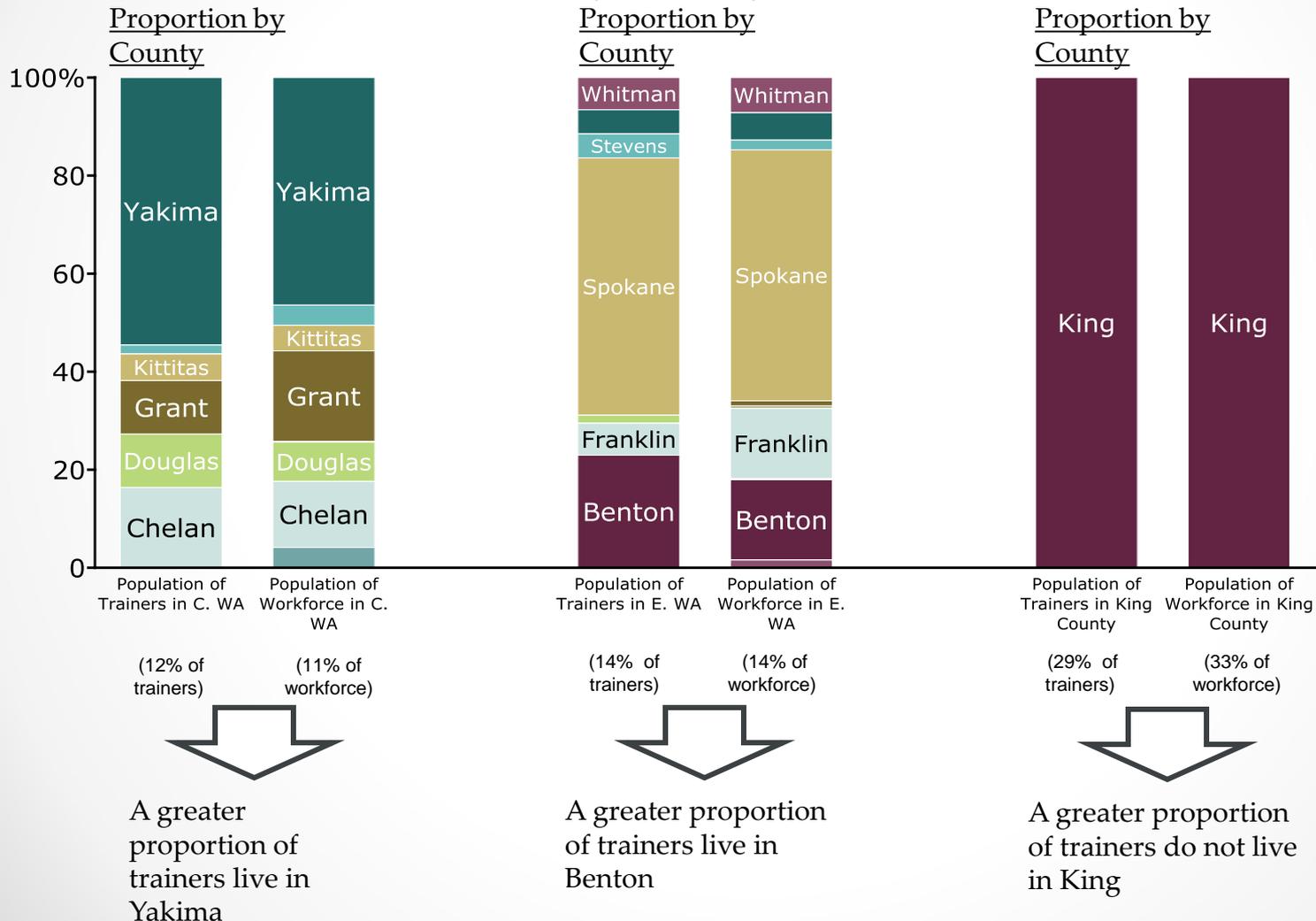
A greater proportion of trainers not Hispanic

A greater proportion of trainers speak English

A greater proportion of trainers live on the Olympic Peninsula and in SW WA

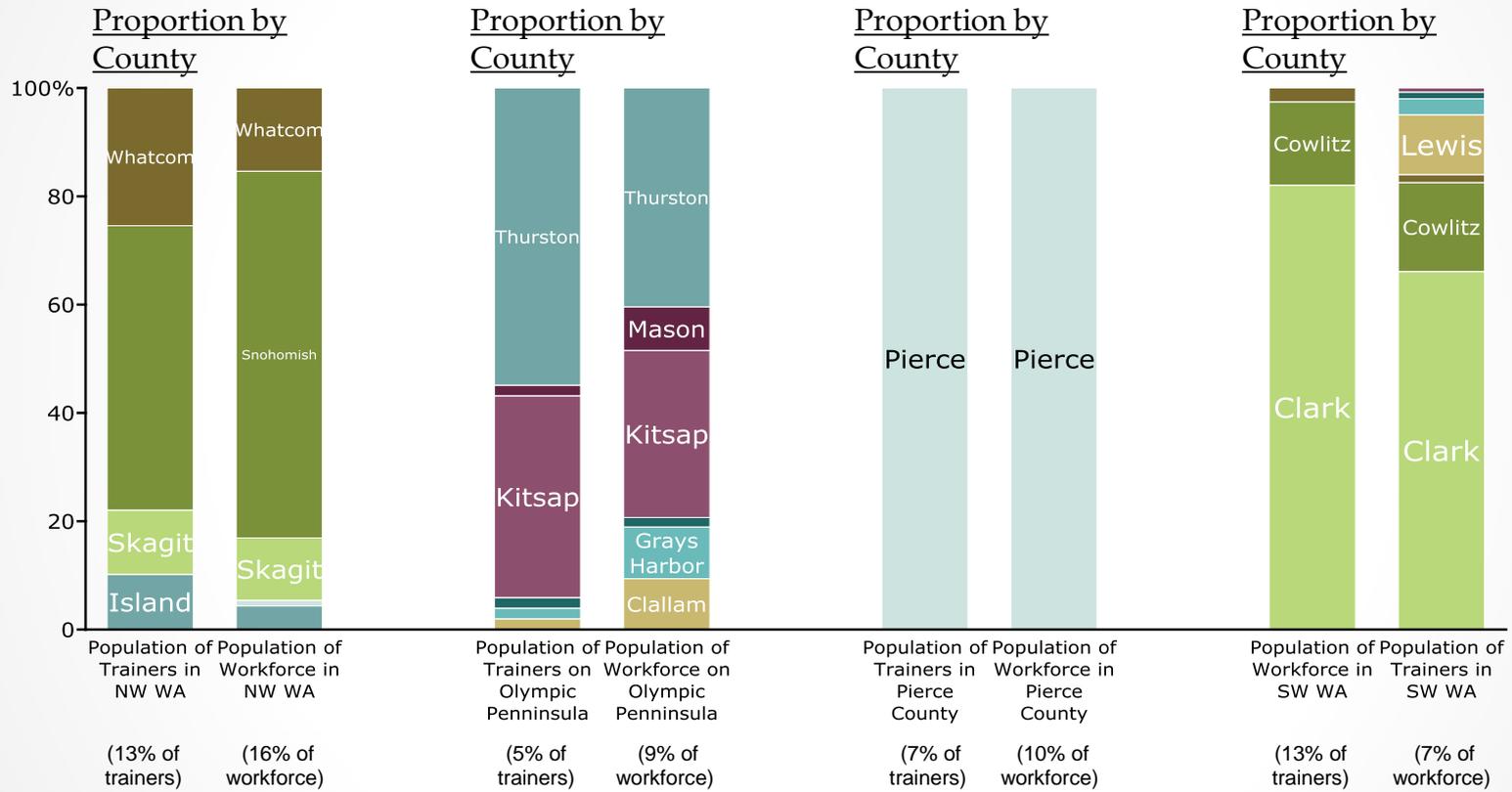
# Trainers Vs. The Active Licensed Workforce

While trainers are geographically located in the same CCA regions as the ALW, there is variation by county of residence



# Trainers Vs. The Active Licensed Workforce

While trainers are geographically located in the same CCA regions as the ALW, there is variation by county of residence



(13% of trainers) (16% of workforce)

↓

A greater proportion of trainers live in Whatcom

(5% of trainers) (9% of workforce)

↓

A greater proportion of trainers live in Thurston

(7% of trainers) (10% of workforce)

↓

A greater proportion of trainers do not live in Pierce

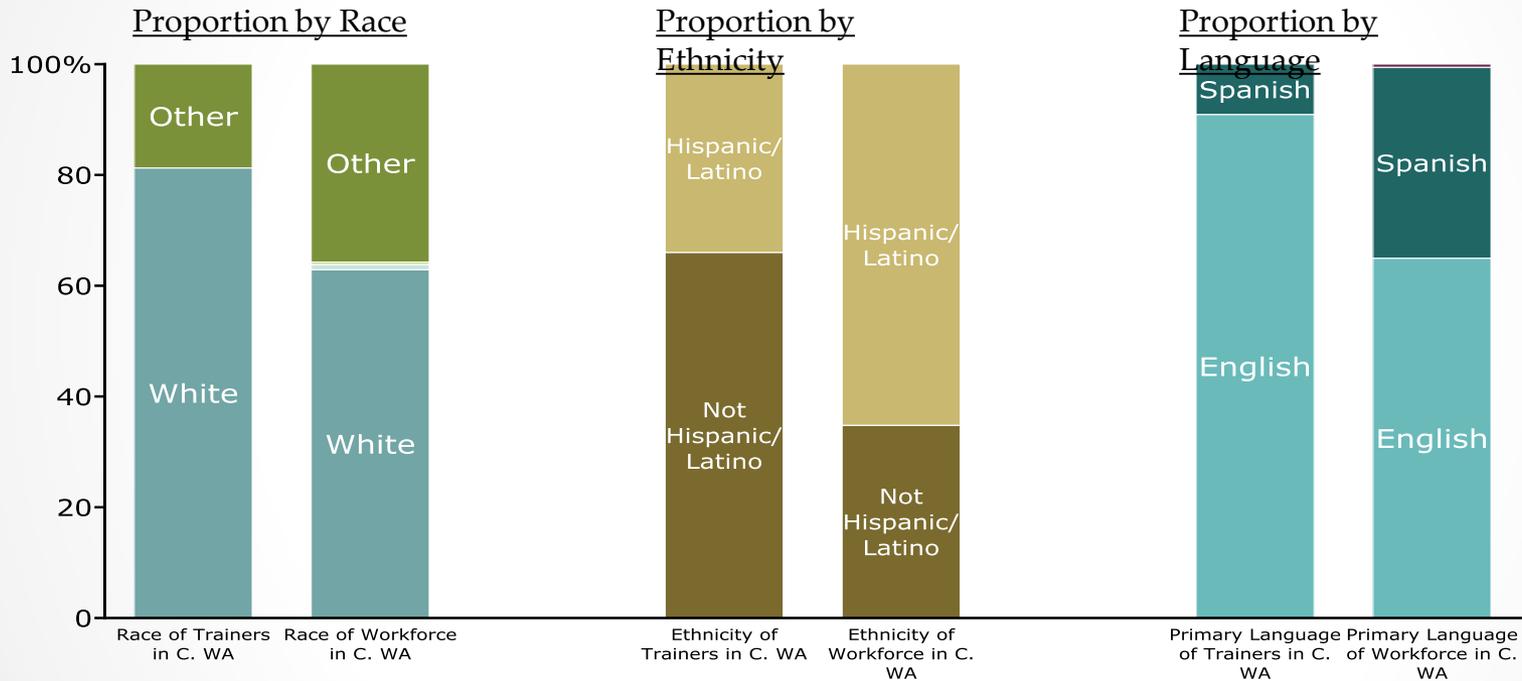
(13% of trainers) (7% of workforce)

↓

A greater proportion of trainers live in Clark

# Trainers Vs. The Active Licensed Workforce

The trainers in Central WA, despite their comparative diversity, are still not reflective of the overall workforce



A greater proportion of trainers are white



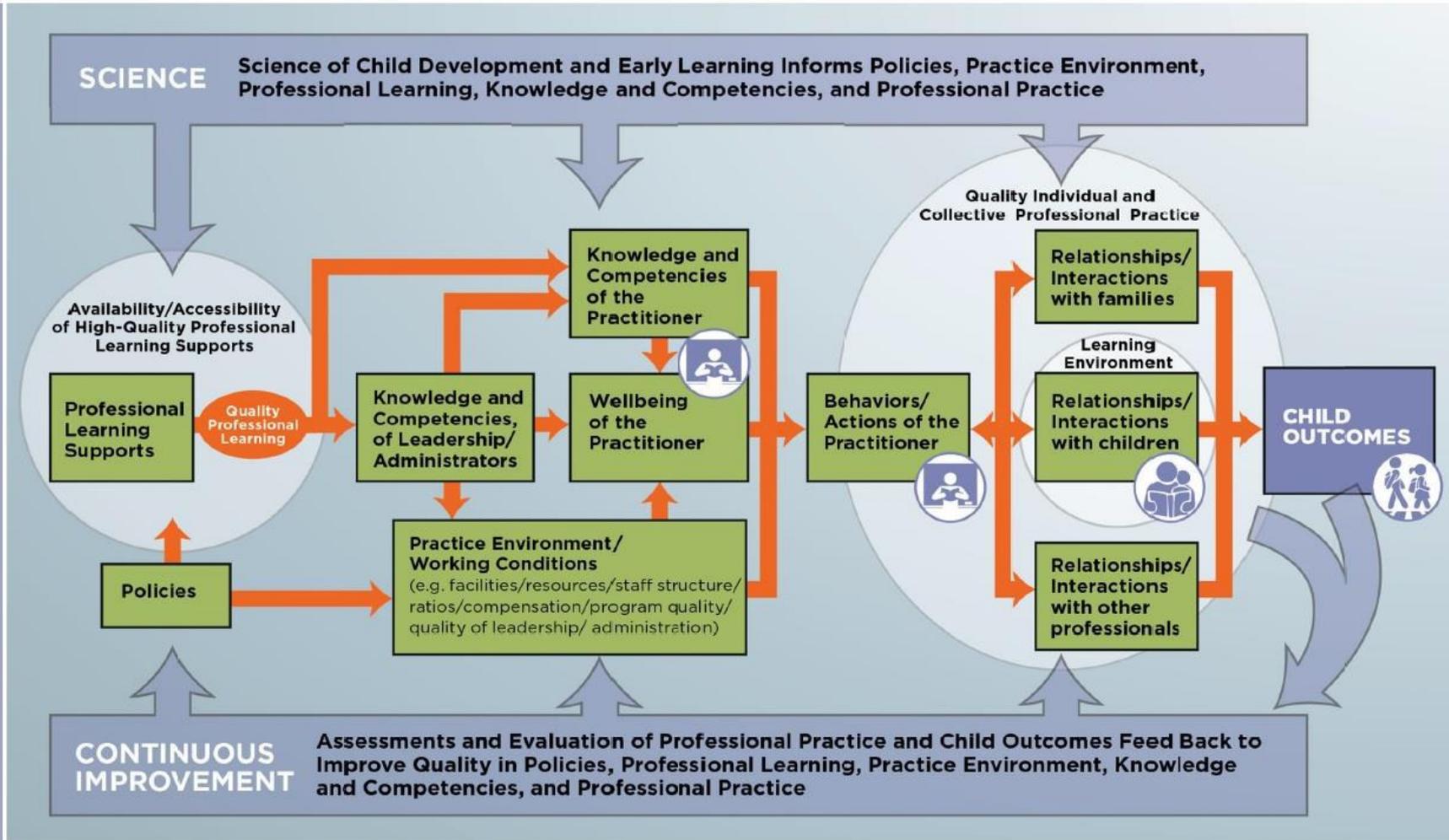
A greater proportion of trainers not Hispanic



A greater proportion of trainers speak English

# Adopted Framework for Professional Development Workgroup

Racial Equity



# ECE Career Planning Portal



What is Early Learning?

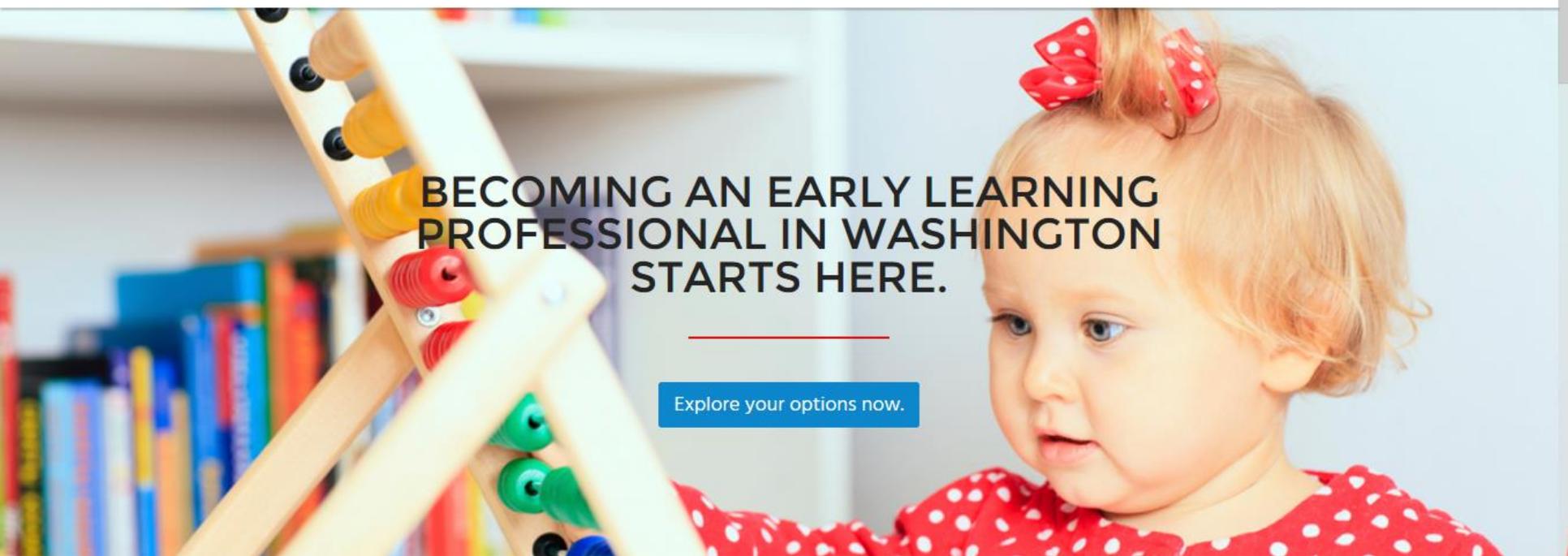
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## Careers

Early learning professionals care for and educate young children. They work in child care centers, family homes, private and public preschools, and early elementary classrooms. They include coaches, policy makers and family advocates.



### Child Care Center Lead Teacher

Directly responsible for the care and education of children and must provide developmentally appropriate early childhood education and ensure a safe learning environment.

[Read more](#)



### ECEAP Assistant Teacher

Demonstrates competency to implement program activities under the direction of a Lead Teacher.

[Read more](#)



### Head Start Family Support

Primary contact for parents to ensure that the needs of young children and families are addressed

[Read more](#)

# What's Next?

- Supporting **clear pathways** for Early Learning Professionals
- PD system **alignment** across state initiatives
- Strengthen **trainer professional development** and quality assurance, increase trainer support
- Continue to refine **data collection and reporting**, expand on current workforce and compensation data
- Prioritize resources and adapt policy to **meet community needs**