



Early Education & Career Pathway

Levels with No Experience	Highest Certification or Degree/ Education	Levels with 1 Year of Full-Time Experience	Levels with 3 or More Years of Full-Time Experience
Entry Level	High School Diploma or Equivalent	Level 1	Level 2
Level 1	High School Diploma or Equivalent AND At LEAST 3 Credit Hours Related to Early Childhood	Level 2	Level 3
Level 2	Child Development Associate (CDA), Current & Valid	Level 3	Level 4
Level 3	Early Childhood Technical Certificate WITH One-Year Certificate; Child Care Development Specialist (DOL)	Level 4	Level 5
Level 4	Associate Degree in Early Childhood Education or Related Field WITH AT LEAST 12 Credit Hours Related to Early Childhood	Level 5	Level 6
Level 5	Bachelor's Degree in Early Childhood Education or a Related Field WITH AT LEAST 12 Credit Hours Related to Early Childhood	Level 6	Level 7
Level 6	Master's Degree in Early Childhood Education or Related Field WITH AT LEAST 12 Credit Hours Related to Early Childhood	Level 7	Level 8
Level 7	Doctoral Degree in Early Childhood Education or Related Field WITH AT LEAST 12 Credit Hours Related to Early Childhood	Level 8	Level 9

*All levels require ongoing Professional Development.

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CC Childcare Center
 HS Head Start
 ISD Independent School District
 ECI Early Childhood Intervention
 ECE Early Childhood Education