



Center Based
Family Child Care
School Age
Direct Care Lattice
2018

Level One: (Family)

Practitioners have completed 6 hours training or Getting Started in Family Child Care.

Level One (Center and School Based Care)

Practitioners have 6 months experience and 30 hours of relevant training.

Level Two:

Practitioners have a high school diploma/GED, 1 year of experience, and 45 hours of Maine Roads Core Knowledge Training or 3 college credits in Early Childhood Education.

Level Three:

Practitioners have a 1-year credit Certificate in ECE*; Social Services, or a related field;
Or a Child Development Associate (CDA) or Maine state approved credential* and 1 year of experience;
Or a high school diploma/GED, 3 years of experience, and 90 hours of Maine Roads Core Knowledge Training or 6 college credits in Early Childhood Education.

Level Four:

Practitioners have an AA/AS in ECE, Social Services, or a related field;
Or AA/AS with 12 credits in ECE, Social Services, or a related field and 2 years experience;
Or a 1-year credit Certificate in ECE, Social Services, or a related field with 2 years of experience;
Or a CDA or Maine state approved credential* and 3 years experience;
Or a high school diploma/GED, 5 years experience, and 135 hours of Maine Roads Core Knowledge Training or 9 college credits in Early Childhood Education.

Level Five:

Practitioners have a BA/BS in ECE, Social Services, or a related field;
Or a BA/BS with 12 credits in ECE, Social Services, or a related field, and 3 years experience;
Or an AA/AS in ECE, Social Services, or a related field with 2 years experience;
Or a 1 year credit Certificate in ECE, Social Services, or related field and 5 years experience;
Or a CDA or Maine state approved credential* and 6 years experience.

Level Six:

Practitioners have a MA/MS in ECE, Social Services, or a related field;
Or a MA/MS with 24 credits in ECE, Social Services, or a related field and 2 years experience;
Or a BA/BS in ECE, Social Services, or a related field and 2 years experience;
Or an AA/AS in ECE, Social Services, or a related field and 5 years experience.

Level Seven:

Practitioners have or a Doctorate in ECE, Social Services, or a related field;
Or a Doctorate with 30 credits in ECE, Social Services, or a related field and 2 years experience;
Or a MA/MS in ECE, Social Services, or a related field and 2 years experience;
Or a BA/BS in ECE, Social Services, or a related field and 5 years experience.

Level Eight:

Practitioners will have a Doctorate in ECE, Social Services, or a related field and 2 years experience;
Or a MA/MS in ECE, Social Services, or a related field and 5 years experience.

- Accepted course work/ degrees can be in Early Childhood Education, Child Growth and Development, Elementary Education, Early Childhood Special Education, Child & Family Studies, Child, Family and Community Relationships, and Recreation degrees applying to School- age children. Related degrees must include at least 36 college credits in the above categories.
- Psychology, Sociology and Secondary Education are not considered related degrees unless the degree includes 36 college credits related to Early Childhood Education. (See above)
- Maine state approved credentials include the Maine Infant Toddler Credential, the Maine Director Credential, the Maine Youth Development Credential, the Maine Inclusion Credential, and the Certified Early Childhood Assistant credential.

Level One (Public Preschool/School Programs)

Educators have 6 months experience and 30 hours of relevant training;

Or hold a current Maine Department of Education (DOE) Educational Technician I Authorization¹ with 30 hours of relevant training

Level Two:

Educators have a high school diploma/GED, 1 year of experience and 45 hours of Maine Roads Core Knowledge Training or 3 college credits in Early Childhood Education (ECE);

Or hold a current Maine DOE Educational Technician II Authorization with 60 hours of relevant training

Level Three:

Educators have a 1-year credit Certificate in ECE, Social Services, or a related field²;

Or hold a current Maine DOE Educational Technician III Authorization with 90 hours of relevant training;

Or a Child Development Associate (CDA) or Maine state approved credential³ and 1 year of experience;

Or a high school diploma/GED, 3 years of experience, and 90 hours of Maine Roads Core Knowledge Training or 6 college credits in ECE

Level Four:

Educators have an AA/AS in ECE, Social Services, or a related field;

Or AA/AS with 12 credits in ECE, Social Services, or a related field and 2 years of experience;

Or a 1-year credit Certificate in ECE, Social Services, or a related field with 2 years of experience;

Or a CDA or Maine state approved credential and 3 years of experience;

Or a high school diploma/GED, 5 years of experience, and 135 hours of Maine Roads Core Knowledge Training or 9 college credits in ECE

Level Five:

Educators have a BA/BS in ECE, Social Services, or a related field;

Or hold a current Maine DOE Teacher Certification with a BA/BS degree⁴;

Or a BA/BS with 12 credits in ECE, Social Services, or a related field and 3 years of experience;

Or an AA/AS in ECE, Social Services, or a related field with 2 years of experience;

Or a 1 year credit Certificate in ECE, Social Services, or related field and 5 years of experience;

Or a CDA or Maine state approved credential and 6 years of experience

Level Six:

Educators have a MA/MS in ECE, Social Services, or a related field;

Or hold a current Maine DOE Administrator Certification⁵;

Or a MA/MS with 24 credits in ECE, Social Services, or related field and 2 years of experience;

Or a BA/BS in ECE, Social Services, or a related field and 2 years of experience;

Or an AA/AS in ECE, Social Services, or a related field and 5 years of experience

Level Seven:

Educators have or a Doctorate in ECE, Social Services, or a related field;

Or a Doctorate with 30 credits in ECE, Social Services, or a related field and 2 years of experience;

Or a MA/MS in ECE, Social Services, or a related field and 2 years of experience;

Or a BA/BS in ECE, Social Services, or a related subject and 5 years of experience

Level Eight:

Educators will have a Doctorate in ECE, Social Services, or related field and 2 years of experience;

Or a MA/MS in ECE, Social Services, or a related field and 5 years of experience

¹ DOE Educational Technician, Teacher Certifications (081, 029, 282) levels are based upon DOE Certification Minimum Requirements. Copies of the educator's DOE Certification may be submitted in lieu of transcripts in determining initial registry levels. Educators may submit transcripts providing verification of education and experience to meet higher levels on the Public School Career Lattice.

² Accepted coursework/degrees can be in Early Childhood Education, Child Growth and Development, Elementary Education, Early Childhood Special Education, Child & Family Studies, Child, Family and Community Relationships, and Recreation degrees applying to School Age children. Related degrees must include at least 36 college credits in the above categories. Psychology, Sociology, and Secondary Education are not considered related degrees unless the degree includes 36 college credits in Early Childhood Education.

³ Maine state approved credentials include the Certified Early Childhood Assistant credential, Maine's Infant Toddler Credential, Maine's Director Credential, Maine's Youth Development Credential, and Maine's Inclusion Credential.

⁴ Current Maine DOE Teacher Certification requires educator to hold BA/BS degree which includes a minimum of 21 credits in ECE, Social Services, or a related field.

⁵ DOE Building Administrator Certification includes (040) for Public School Administrators/Principals with a MA/MS in ECE, Social Services, or a related field.

Level One

Practitioners have a high school diploma/GED, 6 months of experience, and 30 hours of related training.

Level Two:

Practitioners have a high school diploma/GED, 1 year of experience, and 45 hours of related training.

Level Three:

Practitioners have 1-year credit Certificate in Social Services, Early Childhood Education (ECE)*, or a related field;

- Or CDA credential or 9 related college credits and 1 year experience;
- Or a high school diploma/GED with LSW certification and 3 years of experience;
- Or a high school diploma/GED, 3 years experience, and 90 hours related training.

Level Four:

- Practitioners have an AA/AS in Social services, ECE, or related field;
- Or an AA/AS with 12 credits in ECE, Social Services, or a related field and 2 year experience;
- Or a 1 year credit Certificate in Social Services, ECE, or a related field and 2 years experience;
- Or CDA credential or 9 credits in ECE, Social Services, or a related field and 3 years experience;
- Or a high school diploma/GED with LSW certification and 5 years experience;
- Or a high school diploma/GED, 5 years experience, and 135 hours related training.

Level Five:

- Practitioners have a BA/BS in ECE, Social Services, or a related field;
- Or a BA/BS in with 12 credits in ECE, Social Services, or related subject and 1 year of experience;
- Or an AA/AS in ECE, Social Services, or a related field and 2 years experience;
- Or a 1-year credit Certificate in Social Services, ECE, or a related field and 5 years experience;
- Or a CDA or LSW or 9 credits in ECE, Social Services, or a related field and 6 years of experience.

Level Six:

- Practitioners have a MA/MS in Social Services, Social Work, ECE, or a related field;
- Or a BA/BS in Social Services, Social Welfare, or related field with LSW certification and 1 year experience;
- Or a BA/BS in Social Services, ECE, or a related field and 2 years experience;
- Or an AA/AS in Social Services, ECE, or a related field and 5 years experience.

Level Seven:

- MA/MS in Social Services or a related field and 2 years experience;
- Or a BA/BS in Social Services, Social Welfare, or a related field with LSW certification and 3 years experience;
- Or a BA/BS in Social Services, ECE, or a related field and 5 years experience.

Level Eight:

- Practitioners have a Doctorate in Social Services, Social Work, ECE or a related field;
- Or a MA/MS in ECE, Social Services, or a related field and 5 years experience.

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- Accepted course work/ degrees can be in Early Childhood Education, Child Growth and Development, Elementary Education, Early Childhood Special Education, Child & Family Studies, Child, Family and Community Relationships, Mental Health and Human Services and Social Work. Non-related degrees must include at least 36 college credits in the above categories.
 - Psychology, Sociology and Secondary Education are not considered related degrees unless the degree includes 36 college credits in the above course categories.



**Legal Unregulated Child Care
Family Friend & Neighbor Child Care**
Career Lattice
2018

Level One:

Practitioners have completed 6 hour Mandated Health and Safety training to meet the Federal Child Care Block Grant requirements of Child Care Subsidy Program (CCSP) practitioners.

Level Two:

Practitioners have a high school diploma/GED, 2 years of experience, have completed the Mandated CCSP Health and Safety training and 6 hours of Maine Roads Core Knowledge Training (Getting Started in Family Child Care or applicable training) or 2 years of experience and 3 college credits in Early Childhood Education or related field¹

Level Three:

Practitioners have a 1-year college credit Certificate in ECE, Social Services, or a related field²;
Or a Child Development Associate (CDA) or Maine state approved credential³ and 1 year of experience;
Or a high school diploma/GED, 3 years of experience and 90 hours of Maine Roads Core Knowledge Training or 6 college credits in Early Childhood Education.

Level Four:

Practitioners have an AA/AS in ECE, Social Services or a related field;
Or AA/AS with 12 credits in ECE, Social Services or a related subject and 2 years of experience;
Or a 1-year college credit Certificate in ECE, Social Services or a related field with 2 years of experience;
Or a CDA or Maine state approved credential and 3 years of experience;
Or a high school diploma/GED, 5 years of experience and 135 hours of Maine Roads Core Knowledge Training or 9 college credits in Early Childhood Education.

Level Five:

Practitioners have a BA/BS in ECE, Social Services or a related field;
Or a BA/BS with 12 credits in ECE, Social Services, or a related subject, and 3 years of experience;
Or an AA/AS in ECE, Social Services, or a related field with 2 years of experience;
Or a 1 year College credit Certificate in ECE, Social Services or related field and 5 years of experience;
Or a CDA or Maine state approved credential* and 6 years of experience;

Level Six:

Practitioners have a MA/MS in ECE, Social Services or a related degree;
Or a MA/MS with 24 credits in ECE, Social Services or related subject and 2 years of experience;
Or a BA/BS in ECE, Social Services, or a related field and 2 years of experience;
Or an AA/AS in ECE, Social Services or a related degree and 5 yrs. experience.

Level Seven:

Practitioners have or a Doctorate in ECE, Social Services or a related field;
Or a Doctorate with 30 credits in ECE, Social Services or a related subject and 2 years of experience;
Or a MA/MS in ECE, Social Services, or a related field and 2 years of experience;
Or a BA/BS in ECE, Social Services or a related subject and 5 years experience.

¹ Accepted course work/ degrees can be in Early Childhood Education, Child Growth and Development, Elementary Education, Early Childhood Special Education, Child & Family Studies, Child, Family and Community Relationships, and Recreation degrees applying to School- age children. Related degrees must include at least 36 college credits in the above categories.

² Psychology, Sociology and Secondary Education are not considered related degrees unless the degree includes 36 college credits in Early Childhood education. (See above)

³ Maine state approved credentials include the Maine Infant Toddler Credential, the Maine Director Credential, the Maine Youth Development Credential, and the Certified Early Childhood Assistant credential.



**Administration
Management/Coordination**
Career Lattice
2018

Level One:

Practitioners will have a CDA or SSCBT credential and 3 years of direct care experience;
Or a high school diploma/GED with 120 hours in program area and 3 years direct care experience and 2 years in supervision (5 years total experience).

Level Two:

Practitioners will have a 1-year credit Certificate in ECE, Social Services, or a related field and 2 years experience in direct care;
Or a CDA or SSCBT credential and 3 years direct care experience and 2 years in supervision (5 years total experience).

Level Three:

Practitioners will have an AA/AS in ECE, Social Services, or a related field and 2 years of direct care experience and 1 year of supervision (3 years total experience);
Or AA/AS with 9 credits in ECE, Social Services, or a related field and 2 years of direct care experience and 2 years in supervision (4 years total);
Or 2 years of college with 24 credits in ECE, Social Services, or a related field, 3 years in direct care experience and 2 years in supervision (5 years total);
Or 1 year credit Certificate in ECE, Social Services, or a related field and 3 years in direct care experience and 1 year in supervision (4 years total), or 6 years in administration.

Level Four:

Practitioners will have a BA/BS in ECE, Social Services, or a related field, 2 years of direct care experience and 1 year of supervision (3 years total), or 5 years in administration;
Or a BA/BS with 9 credits in ECE, Social Services, or a related field and 3 years of direct care experience and 1 year of supervision (4 years total), or 6 years in administration;
Or an AA/AS in ECE, Social Services, or a related field, 3 years in direct care experience and 2 years in supervision (5 years total), or 7 years in administration.

Level Five:

Practitioners will have a MA/MS* in ECE, Social Services, or a related field, 2 years of direct care experience and 1 year of supervision (3 years total), or 5 years in administration;
Or MA/MS with 9 credits in ECE, Social Services, or a related field, 3 years of direct care experience and 1 year of supervision (4 years total), or 6 years administration;
Or a BA/BS in ECE, Social Services, or a related field, 3 years of direct care experience and 2 years in supervision (5 years total), or 7 years in administration.

Level Six:

Practitioner will have a Doctorate in ECE, Social Services, or a related field, 2 years direct care experience and 1 year in supervision (3 years total), or 5 years administration;
Or a Doctorate with 9 credits in ECE, Social Services, or a related field, 3 years of direct care and 1 year of supervision (4 years total) and 6 years of administration;
Or an MA/MS in ECE, Social Services or a related field, 3 years of direct care experience and 2 years of supervision (5 years total), or 7 years in administration.

- Accepted course work/ degrees can be in Early Childhood Education, Child Growth and Development, Elementary Education, Early Childhood Special Education, Child & Family Studies, Child, Family and Community Relationships, Child Care and Fiscal Administration, and Recreation degrees applying to School- age children. Related degrees must include at least 36 college credits in the above categories.
- Psychology, Sociology and Secondary Education are not considered related degrees unless the degree includes 36 college credits in Early Childhood education. (See above)