

Career Pathways Level Model

Overview

The Career Pathways Level (CPL) model provides a common, point based system for all Ohio early care and education and afterschool professionals to quantify their professional growth and accomplishments to define and assist professional advancement. The CPL recognizes and assigns a calculation containing formal education, experience, and current credentials. Total points achieved determine one of six professional levels.

CPL points are maintained within the Ohio Professional Registry and calculated by the Ohio Child Care Resource and Referral Association when submitted by the professional. Additionally, CPL points will be recalculated when a credential or certificate expires to adjust the individual's CPL*.

**Example:* If the professional has an expired CDA and the CDA is not renewed by its' expiration and verification is not submitted to the OPR, the points awarded for having a current CDA credential are no longer included in the total point value for the professional. If the professional does not maintain the 20 hours of professional development required biannually to earn their Professional Development (PD) Certificate and the PD Certificate is not issued for PD taken in the previous biennium, points for the PD Certificate would not be included in the current CPL.

Point Calculation

Formal Education points are broken into Early Childhood Education (ECE)/Related Degree's and Unrelated Degrees. A total score is awarded for the highest degree achieved. All coursework must be completed at an accredited institution of higher education.

- **Early Childhood Education/Related Degree:**
 - An Early Childhood Education degree;
 - An approved related field degree: Child Development, Family Studies, Human Ecology, Human Development, Child and Family Community Studies, or Elementary Education with four courses in Child Development or Early Childhood Education. Approved related child development fields include Psychology and Recreation Management degree if 12 semester or 18 quarter hours of child development coursework, with a grade of C or better, is completed;
 - School Age Only Professionals: Elementary, Middle or Secondary Education, or Physical Education.
- **Unrelated Degree:** any degree other than those listed above.

In order to achieve a CPL six you must have *at least* a bachelor's degree.

Experience includes a full year (12 months) worked in the field:

- Direct work and field experiences with young children birth to 13 (individual must be at least 18 years of age when completing the work or field experience, unless the individual was enrolled in an Early Childhood JVS course of study at the time of completion);
- Supervision, leadership, or management of programs;
- Program coordination, development, or regulation;
- Training, instruction, or technical assistance of programs; or
- Evaluation or research in the field.

Additional Points will be awarded for the following:

- **Current Step Up To Quality (SUTQ) Professional Development Certificate.** Points are awarded based on the Tier Level achieved (1, 2, or 3), and for additional Ohio Approved professional development hours completed beyond a Tier 3;

- *Note regarding college coursework: Professionals will receive up to 30 clock hours of credit for college coursework completed at an accredited university within the biennium. The coursework will be converted to clock hours and included in the Professional Development Certificate.*
- **Current related or unrelated credential or certificate I and II; and**
- **Mentoring/mentored (currently being developed)**

Appeal Process

If a professional believes that they should be placed at a different level than the one assigned in the OPR or that they meet the requirements of the Home Visiting, Service Coordinator, Early Child Mental Health or Administrator Credential, professionals may submit additional education, training, credentials or documentation to support their request to the OPR for review.

Any requests for a review or an appeal are to be submitted to appeals@occrpa.org. The OPR director, in conjunction with the applicable state agency representative, will evaluate the review/appeal request. If additional documentation is required, the OPR Director and state agency representative will evaluate documentation submitted and respond with the results of the review to the professional within 10 business days.

If after this review/appeal process the professional still believes that their CPL is incorrect or that their documents have not been verified correctly, the professional can file a formal appeal to the OPR that will be forwarded to the state agency representative on the OPR Registry Advisory Committee. Appeals forwarded to the state agency will follow the specific state agency appeal guidelines.

Career Pathways Level

CPL Level	Min Pts	Max Pts
I	0	24
II	25	49
III*	50	74
IV*	75	99
V*	100	124
VI**	125+	

*A CPL three or higher obtained with an unrelated degree must have a minimum of a Professional Development Certificate Tier 1.

**A CPL six must have a minimum of a bachelor's degree in ECE/Related Field.

Education	Unrelated	ECE/ Related
Doctorate	110	120
Master's	85	95
Bachelor's	60	70
Associate's	45	55
CDA Credential	NA	35
JVS Training	NA	15
High School Diploma	10	NA

Professional Development Certificate	Points
Professional Development Certificate <i>Tier 1</i> (20 hours)	5
Professional Development Certificate <i>Tier 2</i> (25 hours)	7
Professional Development Certificate <i>Tier 3</i> (30 hours)	10
1 Hour Additional Ohio Approved	.5

Years of Experience Points

Each full year (12 months) of experience completed in the field receives 1 point

Additional Points	Points
Related and Unrelated Credential/Certificate I	1 or 2
Related Credential/Certificate II	.5

Credential or Certificate I	Related (2 points)	Unrelated (1 point)
Alternative Intervention Specialist License (Adolescence to Young Adult 7-12)	X	
American Montessori Society (AMS) Early Childhood Credential	X	
Association Montessori Internationale (AMI) Certification	X	
Child Life Specialist	X	
Developmental Specialist	X	
Early Childhood Teacher License	X	
Early Childhood Intervention Specialist (ECIS)	X	
Early Childhood Supplemental Teaching License	X	
Early Education of the Handicapped (EEH) Validation	X	
Early Intervention Supervisor	X	
Intervention Specialist/Early Childhood Intervention Specialist Supplemental Teaching License	X	
Early Intervention Specialist Birth to Three	X	
Intervention Specialist K-12	X	
Licensed Social Worker (LSW) or Licensed Independent Social Worker (LISW)		X
National Association for Family Child Care Accreditation	X	
Occupational Therapist (OT)		X
Occupational Therapist Assistant (OTA)		X
Ohio Administrator Credential Levels II and III	X	
Ohio Certified Prevention Specialist II		X
Ohio Teaching license/Any Professional Certificate (K-12)	X	
Ohio School Counselor	X	
Physical Therapist		X
Physical Therapist Assistant (PTA)		X
Pre-Kindergarten Associates Teacher License	X	
Pre-Kindergarten Validation	X	
Provisional Alternative Educator License	X	
School Psychologist	X	
Speech/Language Pathologist		X

Credential or Certificate II	Related (.5 points)
American Montessori Society Infant/Toddler Credential	X
Certified Parks and Recreation Professional	X
Child and Youth Care Certification	X
Child and Youth Care Worker Administrator/Supervisor Certification	X
Child and Youth Care Worker Registration	X
Clinical Supervisor of Service Coordinators/Home Visitors	X
Educational Paraprofessional/Educational Aide	X
Help Me Grow Home Visitor	X
Help Me Grow Early Intervention Contract Manager	X
Help Me Grow Early Intervention Service Coordinator	X
Military School-Age Child Care Credential	X
Ohio Administrator Credential Level I	X
Ohio Certified Prevention Specialist I	X
Parents as Teachers Parent Educators	X
Parents as Teachers Supervisor	X
Program for Infant & Toddler Caregivers Modules I, II, III, IV, or V Certification	X
Youth Development Certificate	X