

The **Kansas Early Childhood Career Pathway** is a tool designed to support you in strengthening your role in the early childhood care and education workforce. The pathway offers a clear, accessible roadmap for your career, to plan where you want to go and understand the steps to get there.

At the center of this tool is the **Kansas Career Development Point System**, built with input from professionals like you across Kansas. This system recognizes your accomplishments by assigning points to each achievement within the four key components below. Points earned across these components combine to determine your Professional Achievement Level (PAL) — a personalized reflection of where you are on your career journey.

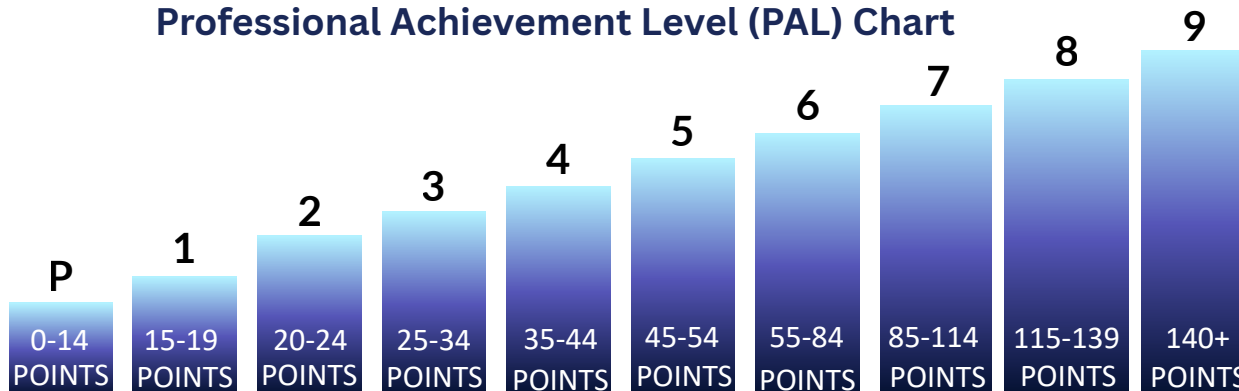
Key Components

- +** **Professional Learning:** The professional credit and non-credit learning opportunities completed such as state approved trainings, college courses and technical assistance engagements.
- +** **Highest Education:** The highest completed degree, including a high school diploma or GED equivalent.
- +** **Credentials/Endorsements & Licenses:** The formal recognition or verification of knowledge, specialized skills, and authorization to provide care and education that meets state and professional standards.
- +** **Experience:** The time spent working directly with children and families or in a related role. This time includes volunteer hours. One year of experience is equal to 1,650 hours with children or working in a related role.

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Professional Achievement Level (PAL)

Professional Achievement Level (PAL) Chart



Get Started:
 Scan the QR code to start calculating your career points



Scan Here

Highest Education Completed

Choose one below:

- High School Diploma or Equivalency (GED) 5 Points
- Associate Degree 10 Points
- Bachelor Degree 15 Points
- Masters Degree 20 Points
- Doctorate Degree 25 Points

Total Education Points _____

Credentials, Endorsements & Licensure



Scan the QR code to find the most up to date chart or see page 3

Cumulative – No Maximum

Total Credentials, Endorsements & Licensure Points _____

Early Childhood Care and Education Experience

Choose one below:

- 0-2 years 5 Points
- 3-5 years 10 Points
- 6-10 years 15 Points
- 11-15 years 20 Points
- 16+ years 25 Points

Total Experience Points _____

Professional Learning

Choose number of state approved clock hours you have completed within the last 3 years:

- 0-23 Clock hours 0 Points
- 24-60 Clock hours 1 Point
- 61-119 Clock hours 2 Points
- 120+ Clock hours 3 Points

Clock Hour Points _____

Indicate higher education early childhood and related credit hours you have completed?

Cumulative – No Maximum - No Expiration

Total Credit Hours x 1 point per hour

_____ x 1 Point = _____

Credit Hour Points _____

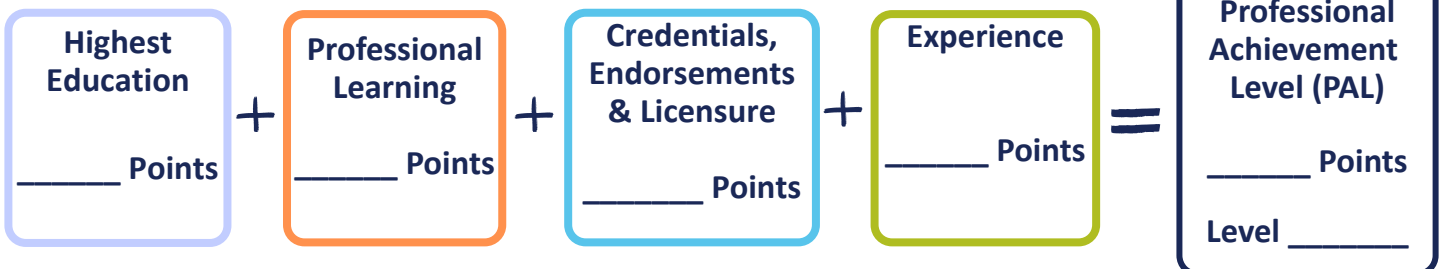
Indicate number of total technical assistance (TA) engagements you have received within the last 3 years:

- 0-11 TA Engagements 0 Points
- 12-23 TA Engagements 1 Point
- 24-35 TA Engagements 2 Points
- 36-47 TA Engagements 3 Points

TA Engagement Points _____

Add up your *clock hour, credit hour, and TA engagement points for final total*

Total Professional Learning Points _____



1 Point

- Badge: Cape Approved Course Developer
- Badge: Cape Approved Trainer
- Badge: Cape Approved Course Reviewer
- High School Career and Technical Education (CTE) Pathway Completion

3 Points

- Child Development Associate (CDA) PD Specialist
- Developmental Disabilities Child Care Certification Program (DDCP)
- Infant/Early Childhood Family Associate (I/ECFA)
- Infant/Early Childhood Family Specialist (I/ECFS)
- Certified Playground Inspector
- Classroom Assessment Scoring System (CLASS) Observer (per setting certified)

5 Points

- Child Development Associate (CDA)
- National Early Childhood Program Accreditation Child Care Provider (NECPA CCP)
- National Association for Family Child Care Credential (NAFCC)
- Infant Endorsed Reflective Supervisor (ERS)
- Aim4Excellence Director Credential
- DIRFloortime Basic Foundation Certificate
- Parents as Teachers Certification (PAT)

10 Points

- Certified Family Life Educator Credential (CFLE)
- Infant/Early Childhood Mental Health Specialist (I/ECMHS)
- Infant/Early Childhood Mental Health Mentor (I/ECMHM)
- Other professional licenses outside of ECCE (EX. Elementary Education)
- Assistive Tech Professional (ATP)
- Assistive Tech Professional/Seating & Mobility Specialist (ATP/SMS)

15 Points

- Early Childhood Unified Teacher Licensure (ECU)
- Montessori Certificate
- Language Acquisition through Motor Planning Certification (LAMP)
- Licensing for specialty supports such as OT, PT, SLP, MSW
- DIRFloortime Advanced Certificate
- DIRFloortime Expert Certificate
- Neuro-Development Treatment Certification
- Certified Autism Specialist
- American Hippotherapy Certification (AHCB)
- Hippotherapy Clinical Specialist

Discover Your Pathway to Career Success

Personalized Career Support for Early Childhood Care & Education Professionals

Are you looking to advance in your Early Childhood Care and Education (ECCE) career? Our Career Navigators are here to help—at no cost to you! Get the guidance you need to achieve your professional goals with one-on-one support, career planning, and mentoring.

How We Support You

- 1:1 Coaching & Mentoring
- Career Mapping
- Peer Learning Opportunities
- Personalized Support for Your Growth

Connect with a
Career Navigator
TODAY!



"[that] you are never too old to grow your learning. [that] I have more support than I thought. [that] people who do not even know me want to see me succeed."

- Elevate Your Career Participant

Have Questions or Need Support?

Don't see your professional development activity? Contact our team for additional review and consideration.

Want to explore how the Kansas Career Pathway can strengthen your early childhood program or community partnerships? Our team is ready to assist!

Kansas Child Care Training Opportunities

kccto.org/career-pathway-ecce/

785-532-7197

Schedule a Meeting
with a Career Pathway
Team member



Submit a Request
for Career
Pathway Support

