

BENEFITS

Staff Achievement Bonus – \$200 - \$1000 paid to the provider after the achievement of a specific level. Staff bonuses are paid one time only at levels 2, 3 and 4 and annually at levels 4 Plus, 5 and 6.

Administrator Achievement Bonus – \$600 - \$1500 Administrator bonuses are paid one time only at level 1 and annually at levels 2, 3 and 4.

HOW TO APPLY

Eligibility – Registered family child care providers, child care center directors, infant, toddler, preschool, and school-age teachers, assistants and aides working part-time or full-time in a licensed facility are eligible to participate in the credentialing program.

Application – Individuals interested in participating in the credentialing program should submit a complete application packet via fax or mail to:

Fax Number 410.229.0145

Child Care Central
PO Box 598
Baltimore, MD 21203



Applications are available through the Licensing regional offices, the Maryland Child Care Resource Network and the web site at

earlychildhood.marylandpublicschools.org/credentialing



For additional information call

1-877-355-1229

Email cccredential@conduent.com

**MSDE Office of Child Care
Workforce Advancement
Branch**

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MARYLAND CHILD CARE CREDENTIAL PROGRAM

ACHIEVING QUALITY



“It’s a Mark of Quality”



OVERVIEW

The Maryland Child Care Credential is a quality initiative program that recognizes child care providers for exceeding the requirements of State licensing and registration regulations. It is a career ladder that directs an individual to build knowledge and skills in a cumulative manner from introductory training to advance level education. The progression of professional development reflects research and best practices to meet the needs of infants and toddlers, preschool, and school age children that aligns to foundational and specialized competencies to improve the quality and stability of the child care workforce. Providers are required to take training in areas that address child development in all domains and cultural competencies.

There are seven staff credential levels and four administrator levels, each level recognizes a child care provider's achievement of a specified amount of training, experience and professional activity important for providing quality child care programs. The Maryland Child Care Credential is a voluntary program, but all registered family child care providers and licensed child care center staff and administrators are eligible and encouraged to apply.

PROGRAM GOALS

- To produce a well-qualified workforce.
- To increase the overall quality of child care programs ensuring that all children enter school ready to succeed.
- To improve the status and increase compensation for child care providers.
- To recognize for-credit and non-credit career preparation.
- To provide a structure for professional growth through professional competencies.

COMPONENTS

Education: The Core of Knowledge –

theories and practices that are essential for individuals working with children in child care programs.

The core of knowledge is divided into six major areas:

1. Child development
2. Curriculum
3. Professionalism
4. Community
5. Special needs
6. Health, Safety and Nutrition

Training may be taken from a college, university or an OCC approved trainer.

Experience – work directly with children in an approved setting for a specified number of years according to credential level.

Professional Activity Units (PAU) – participate in activities related to the child care profession, such as professional association membership, work with state or national accreditation organizations, peer mentoring, or developing newsletters.

STAFF CREDENTIAL LEVELS

Each credential level recognizes the completion of education, experience and professional activities.



Level 1 – State licensing requirements.



Level 2 – 45 clock hours of core of knowledge training **and** one PAU.



Level 3 – 90 clock hours of core of knowledge training, one year of experience or one year of college **and** two PAUs.



Level 4 – 135 clock hours of core of knowledge training, two years of experience **and** three PAUs.



Level 4 Plus – Level 4 requirements **and** either NAFCC accreditation **or** 15 college credit hours of approved college coursework for option 2 or 3.



Level 5 – Associates Degree with 15 semester hours of approved coursework for option 2 or 3, two years experience **and** four PAUs.



Level 6 – Bachelors Degree or higher in an approved major for option 2 or 3, two years experience **and** five PAUs.

ADMINISTRATOR CREDENTIAL LEVELS



Administrator Level 1 – 240 clock hours core of knowledge training, 2 years experience **and** 4 PAUs.



Administrator Level 2 – 240 clock hours core of knowledge training, National Administrator's Credential, 30 semester hours approved college coursework, two years experience **and** 5 PAUs.



Administrator Level 3 – Associates Degree with 15 semester hours of approved coursework related to business management, administration and at least one college course in Child Development, Curriculum, **and** Administration of Child Care Programs.



Administrator Level 4 – Bachelors Degree or higher in business administration, public administration and management and public school administration, completion of at least one college course for credit in Child Development, Curriculum and Administration of Child Care Programs and completion of 45 clock hours of training in mentoring and coaching.