

Current Policy

Title 28
EDUCATION

Part CLXV. Bulletin 139--Louisiana Child Care and Development Fund Programs

Chapter 9. Louisiana Pathways Early Learning Center Career Development System (LA Pathways)

§903. Participation in LA Pathways

A.1. Any individual working or planning to work in the early learning center industry as a director of an early learning center is eligible to enroll in LA pathways by completing and submitting an application and the required documents to LA pathways.

2. Any individual working or planning to work in the early learning center industry as a staff member of an early learning center is eligible to enroll in LA pathways by either completing and submitting an application and the required documents to LA pathways or by submitting an application for an early childhood ancillary certificate to the LDE.

3. LA pathways will register early learning center directors and staff according to requirements based on training and education, experience and professional activities, as approved by the LDE. Participation is voluntary.

4. The state superintendent of education, pursuant to authority delegated by BESE, in specific instances, may waive compliance with a requirement in this Chapter if it is determined that the economic or adverse impact is sufficiently great to make compliance impractical, as long as the health and well-being of the staff or children are not imperiled. If it is determined that the individual is meeting or exceeding the intent of a requirement, the requirement may be deemed to be met. The decision to grant or deny a waiver rests with the sole discretion of the state superintendent.

B. Requirements for the Administrator Track for LA Pathways through December 31, 2017

1. Assistant Director I

a. Training and education requirements:

- i. annual training as required by Louisiana Early Learning Center Licensing Regulations.

b. Experience requirements:

- i. none.

c. Professional activity requirements:

- i. encouraged to participate in an early childhood professional organization.

2. Assistant Director II

a. Training and education requirements:

- i. 60 clock hours in approved core knowledge (CDA) subject areas including 6 hours in regulations.

b. Experience requirements:

- i. minimum six months.

c. Professional activity requirements:

- i. encouraged to participate in an early childhood professional organization.

3. Assistant Director III

a. Training and education requirements:

i. 90 clock hours in approved core knowledge (CDA) subject areas including 15 hours in approved administrative training categories.

b. Experience requirements:

- i. minimum one year.

c. Professional activity requirements:

- i. encouraged to participate in an early childhood professional organization.

4. Director

a. Training and education requirements:

- i. as required by early learning center licensing regulations.

b. Experience requirements:

- i. as required by early learning center licensing regulations.

c. Professional activity requirements:

- i. encouraged to participate in an early childhood professional organization.

5. Director I

a. Training and education requirements:

- i. CDA credential or approved early childhood diploma; and

- ii. 30 clock hours in approved administrative training categories; or

iii. related associate degree or 30 hours toward associate degree with four college courses in early childhood or child development.

b. Experience requirements:

i. minimum one year.

c. Professional activity requirements:

i. membership in an early childhood professional organization.

6. Director II

a. Training and education requirements:

i. CDA credential or approved early childhood diploma; and

ii. 45 clock hours in approved administrative training categories or national administrative credential; or

iii. associate degree in early childhood or child development; or

iv. related associate degree with four college courses in early childhood or child development; or

v. related bachelor's degree with three college courses in early childhood or child development.

b. Experience requirements:

i. minimum 18 months.

c. Professional activity requirements:

i. membership in an early childhood professional organization and service to the profession such as: serving on a board or committee, presenting at a conference, participating as a CDA advisor or mentor, attendance at a conference or professional event.

7. Director III

a. To receive an administrator certificate you must have 75 clock hours of instruction in approved administrative training categories.

b. Two college courses in approved administration can be substituted for the administrator certificate.

c. Training and education requirements:

i. CDA credential or approved early childhood diploma; and administrator certificate;

ii. associate degree in child development or early childhood and administrators certificate; or

iii. bachelor's degree in early childhood or child development of which three college courses focus on infants and toddlers; and administrator certificate; or

iv. related bachelor's degree with six college courses in early childhood or child development of which three courses focus on infants and toddlers and administrator certificate.

d. Experience requirements:

i. minimum two years.

e. Professional activity requirements:

i. membership in an early childhood professional organization and service to the profession such as: serving on a board or committee, presenting at a conference, participating as a CDA mentor or advisor, attendance at a conference or professional event.

8. Director IV

a. To receive an administrator certificate you must have 75 clock hours of instruction in approved administrative training categories.

b. Two college courses in approved administration can be substituted for the administrator certificate.

c. Training and education requirements:

i. master's degree in early childhood, child development or early childhood administration of which three courses focus on infants and toddlers and administrator certificate; or

ii. related master's degree with eight college courses in early childhood or child development of which three courses focus on infants and toddlers and administrator certificate.

d. Experience requirements:

i. minimum two years.

e. Professional activity requirements:

i. membership in an early childhood professional organization and service to the profession such as: serving on a board or committee, presenting at a conference, participating as a CDA mentor or advisor, attendance at a conference or professional event.

C. Requirements for the Administrator Track for LA Pathways beginning January 1, 2018

1. Director I

a. Training and education requirements:

i. CDA credential or approved early childhood diploma; and

ii. 30 clock hours in approved administrative training categories; or

iii. related associate degree or 30 hours toward associate degree with four college courses in early childhood or child development.

b. Professional activity requirements:

i. membership in an early childhood professional organization.

2. Director II

a. Training and education requirements:

i. CDA credential or approved early childhood diploma; and

ii. 45 clock hours in approved administrative training categories or national administrative credential; or

iii. associate degree in early childhood or child development; or

iv. related associate degree with four college courses in early childhood or child development; or

v. related bachelor's degree with three college courses in early childhood or child development; or

vi. has met the director qualifications set forth in §1709 of Bulletin 137 and been the director for at least one year of an early learning center with a 3-star quality rating on July 1 of the calendar year in which credit may be claimed.

b. Professional activity requirements:

i. membership in an early childhood professional organization and service to the profession such as: serving on a board or committee, presenting at a conference, participating as a CDA advisor or mentor, or attendance at a conference or professional event.

3. Director III

a. Training and education requirements:

i. CDA credential and administrator credential; or

ii. approved early childhood diploma and administrator certificate; or

iii. associate degree in child development or early childhood, and administrator certificate; or

iv. bachelor's degree in early childhood or child development, and administrator certificate; or

v. related bachelor's degree with six college courses in early childhood or child development, and administrator certificate; or

vi. has met the director qualifications set forth in §1709 of Bulletin 137 and been the director for at least one year of an early learning center with a 4-star quality rating on July 1 of the calendar year in which the credit may be claimed.

b. Professional activity requirements:

i. membership in an early childhood professional organization and service to the profession such as: serving on a board or committee, presenting at a conference, participating as a CDA mentor or advisor, attendance at a conference or professional event.

4. Director IV

a. Training and education requirements:

i. master's degree in early childhood, child development or early childhood administration, and administrator certificate; or

ii. related master's degree with eight college courses in early childhood or child development, and administrator certificate; or

iii. has met the director qualifications set forth in §1709 of Bulletin 137 and been the director for at least one year of the early learning center with a 5-star quality rating on July 1 of the calendar year in which the credit may be claimed.

b. Professional activity requirements:

i. membership in an early childhood professional organization and service to the profession such as: serving on a board or committee, presenting at a conference, participating as a CDA mentor or advisor, or attendance at a conference or professional event.

D. Requirements for the Classroom Track for LA Pathways until December 31, 2017

1. Early Learning Center Staff I

a. Training and education requirements:

i. as required by Louisiana early learning center licensing regulations.

b. Experience requirements:

i. none.

c. Professional activity requirements:

i. encouraged to participate in an early childhood professional organization.

2. Early Learning Center Staff II

a. Training and education requirements:

i. 12 clock hours of instruction in approved core knowledge (CDA) subject areas.

- b. Experience requirements:
 - i. minimum six months.
 - c. Professional activity requirements:
 - i. encouraged to participate in an early childhood professional organization.
3. Early Learning Center Staff III
- a. Training and education requirements:
 - i. 30 clock hours of instruction in approved core knowledge (CDA) subject areas.
 - b. Experience requirements:
 - i. minimum one year.
 - c. Professional activity requirements:
 - i. encouraged to participate in an early childhood professional organization.
4. Early Learning Center Staff IV
- a. Training and education requirements:
 - i. 60 clock hours of instruction in approved core knowledge (CDA) subject areas.
 - b. Experience requirements:
 - i. minimum one year.
 - c. Professional activity requirements:
 - i. encouraged to participate in an early childhood professional organization
5. Early Learning Center Assistant Teacher I
- a. Training and education requirements:
 - i. 90 clock hours of instruction in approved core knowledge (CDA) subject areas.
 - b. Experience requirements:
 - i. minimum one year.
 - c. Professional activity requirements:
 - i. encouraged to participate in an early childhood professional organization.
6. Early Learning Center Assistant Teacher II
- a. Training and education requirements:
 - i. 120 clock hours of instruction in approved core knowledge (CDA) subject areas.
 - b. Experience requirements:
 - i. minimum one year.
 - c. Professional activity requirements:
 - i. encouraged to participate in an early childhood professional organization.
7. Early Learning Center Teacher I
- a. Training and education requirements:
 - i. CDA credential or approved early childhood diploma.
 - b. Experience requirements:
 - i. minimum one year.
 - c. Professional activity requirements:
 - i. encouraged to participate in an early childhood professional organization.
8. Early Learning Center Teacher II
- a. Training and education requirements:
 - i. CDA credential or approved early childhood diploma; and
 - ii. 9 CEU's or two early childhood college courses; or
 - iii. 30 hours toward associate degree with four college courses in early childhood or child development; or
 - iv. related associate degree.
 - b. Experience requirements:
 - i. minimum two years.
 - c. Professional activity requirements:
 - i. membership in an early childhood professional organization and service to the profession such as: committee or board membership, service as a CDA advisor or mentor, attendance at a professional conference or event, conference presentation, advocacy and leadership activities.
9. Early Learning Center Teacher III

- a. Training and education requirements:
 - i. associate degree in early childhood or child development; or
 - ii. related associate degree with 4 college courses in early childhood or child development; or
 - iii. bachelor's degree in early childhood or child development; or
 - iv. related bachelor's degree with three college courses in early childhood or child development.
- b. Experience requirements:
 - i. minimum two years.
- c. Professional activity requirements:

i. membership in an early childhood professional organization and service to the profession such as: committee or board membership, service as a CDA advisor or mentor, attendance at a professional conference or event, conference presentation, advocacy and leadership activities.

10. Early Learning Center Teacher IV

- a. Training and education requirements:
 - i. bachelor's degree in early childhood or child development of which three college courses focus on infants and toddlers; or
 - ii. related bachelor's degree with six early childhood or child development college courses of which three focus on infants and toddlers.
- b. Experience requirements:
 - i. minimum two years.
- c. Professional activity requirements:
 - i. membership in an early childhood professional organization and service to the profession such as: committee or board membership, service as a CDA advisor or mentor, attendance at a professional conference or event, conference presentation, advocacy and leadership activities.

11. Early Learning Center Master Teacher

- a. Training and education requirements:
 - i. graduate degree in early childhood or child development; or
 - ii. unrelated graduate degree with four early childhood or child development college courses.
- b. Experience requirements:
 - i. minimum two years.
- c. Professional activity requirements:
 - i. membership in an early childhood professional organization and service to the profession such as: committee or board membership, service as a CDA advisor or mentor, attendance at a professional conference or event, conference presentation, advocacy and leadership activities.

E. Requirements for the Classroom Track for LA Pathways beginning January 1, 2018

1. Early Learning Center Assistant Teacher
 - a. Training and education requirements:
 - i. 80 clock hours of instruction in approved core knowledge (CDA) subject areas.
2. Early Learning Center Teacher I
 - a. Training and education requirements:
 - i. CDA credential or approved early childhood diploma.
3. Early Learning Center Teacher II
 - a. Training and education requirements:
 - i. CDA credential or approved early childhood diploma and nine continuing education units or two early childhood college courses; or
 - ii. 30 hours toward associate degree with four college courses in early childhood or child development; or
 - iii. related associate degree; or
 - iv. early childhood ancillary certificate.
4. Early Learning Center Teacher III
 - a. Training and education requirements:
 - i. associate degree in early childhood or child development; or
 - ii. related associate degree with four college courses in early childhood or child development; or
 - iii. bachelor's degree in early childhood or child development; or
 - iv. related bachelor's degree with three college courses in early childhood or child development.
5. Early Learning Center Teacher IV

- a. Training and education requirements:
 - i. bachelor's degree in early childhood or child development of which three college courses focus on infants and toddlers; or
 - ii. related bachelor's degree with six early childhood or child development college courses of which three focus on infants and toddlers.

6. Early Learning Center Master Teacher

- a. Training and education requirements:
 - i. graduate degree in early childhood or child development; or
 - ii. unrelated graduate degree with four early childhood or child development college courses.

F. Requirements for the Classroom Track for LA Pathways beginning January 1, 2019

1. Early Learning Center Assistant Teacher

- a. Training and education requirements:
 - i. 80 clock hours of instruction in approved core knowledge (CDA) subject areas.

2. Early Learning Center Teacher I

- a. Training and education requirements:
 - i. CDA credential or approved early childhood diploma; or

3. Early Learning Center Teacher II

- a. Training and education requirements:
 - i. CDA credential or approved early childhood diploma and nine continuing education units or two early childhood college courses; or
 - ii. 30 hours toward associate degree with four college courses in early childhood or child development; or
 - iii. related associate degree; or
 - iv. Early Childhood Ancillary Certificate.

4. Early Learning Center Teacher III

- a. Training and education requirements:
 - i. associate degree in early childhood or child development; or
 - ii. related associate degree with four college courses in early childhood or child development; or
 - iii. bachelor's degree in early childhood or child development; or
 - iv. related bachelor's degree with three college courses in early childhood or child development; or
 - v. early childhood ancillary certificate and demonstrated evidence of eligibility for the staff school readiness tax credit for at least one prior year beginning with 2018.

5. Early Learning Center Teacher IV

- a. Training and education requirements:
 - i. bachelor's degree in early childhood or child development of which three college courses focus on infants and toddlers; or
 - ii. related bachelor's degree with six early childhood or child development college courses of which three focus on infants and toddlers.

6. Early Learning Center Master Teacher

- a. Training and education requirements:
 - i. graduate degree in early childhood or child development; or
 - ii. unrelated graduate degree with four early childhood or child development college courses.

G. Requirements for the Classroom Track for LA Pathways beginning January 1, 2020

1. Early Learning Center Assistant Teacher

- a. Training and education requirements:
 - i. 80 clock hours of instruction in approved core knowledge (CDA) subject areas.

2. Early Learning Center Teacher I

- a. Training and education requirements:
 - i. CDA credential or approved early childhood diploma; or

3. Early Learning Center Teacher II

- a. Training and education requirements:
 - i. CDA credential or approved early childhood diploma and nine continuing education units or two early childhood college courses; or
 - ii. 30 hours toward associate degree with four college courses in early childhood or child development; or
 - iii. related associate degree; or

iv. early childhood ancillary certificate.

4. Early Learning Center Teacher III

a. Training and education requirements:

i. associate degree in early childhood or child development; or

ii. related associate degree with four college courses in early childhood or child development; or

iii. bachelor's degree in early childhood or child development; or

iv. related bachelor's degree with three college courses in early childhood or child development; or

v. early childhood ancillary certificate and demonstrated evidence of eligibility for the staff school readiness tax credit for at least one prior year beginning with 2018.

5. Early Learning Center Teacher IV

a. Training and education requirements:

i. bachelor's degree in early childhood or child development of which three college courses focus on infants and toddlers; or

ii. related bachelor's degree with six early childhood or child development college courses of which three focus on infants and toddlers;

iii. early childhood ancillary certificate and demonstrated evidence of eligibility for the staff school readiness tax credit for at least two prior years beginning with 2018.

6. Early Learning Center Master Teacher

a. Training and education requirements:

i. graduate degree in early childhood or child development; or

ii. unrelated graduate degree with four early childhood or child development college courses.

H. Qualification for the School Readiness Tax Credit for Early Learning Center Directors and Staff

1. The department shall provide information necessary for the secretary of the Department of Revenue to determine and/or verify the director and staff levels for earning the credit.

2. Early Learning Center Director Levels

a. Directors who are classified as director I by LA pathways are classified as meeting level I qualifications for purposes of this credit.

b. Directors who are classified as director II by LA pathways are classified as meeting level II qualifications for purposes of this credit.

c. Directors who are classified as director III by LA pathways are classified as meeting level III qualifications for purposes of this credit.

d. Directors who are classified as director IV by LA pathways are classified as meeting level IV qualifications for purposes of this credit.

3. Early Learning Center Staff Levels

a. Staff members who are classified as early learning center teacher I by LA pathways are classified as meeting level I requirements for purposes of this credit.

b. Staff members who are classified as early learning center teacher II by LA pathways are classified as meeting level II requirements for purposes of this credit.

c. Staff members who are classified as early learning center teacher III by LA pathways are classified as meeting level III requirements for purposes of this credit.

d. Staff members who are classified as early learning center teacher IV or early learning center master teacher by LA pathways are classified as meeting level IV requirements for purposes of this credit.

AUTHORITY NOTE: Promulgated in accordance with 45 CFR Parts 98 and 99, and R.S. 17:407.28.6.

HISTORICAL NOTE: Promulgated by the Board of Elementary and Secondary Education, LR 41:2119 (October 2015), amended LR 42:46 (January 2016), LR 43:1281 (July 2017).