

**Level One:**

Practitioners have 30 days of experience and 6 hours of Maine Roads Core Knowledge and/or State-Approved\* Training.

**Level Two:**

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

**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 and/or State-Approved 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 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 and/or State-Approved 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 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:**

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 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:**

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 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 field and 5 years of experience.

**Level Eight:**

Practitioners will have a Doctorate 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 5 years of 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 coursework shown on transcripts include 36 college credits related to Early Childhood Education. (See above)
- Maine state approved credentials include the Maine Infant Toddler Credential, Maine Director Credential, Maine Youth Development Credential, Maine Inclusion Credential, Family Child Care Credential, Technical Assistance Credential, Preschool Credential, and the Certified Early Childhood Assistant credential.
- State-Approved training is developed by organizations outside of Maine Roads to Quality, is approved by Maine Roads to Quality and the Maine Department of Health and Human Services, and is centered around Early Care and Education and Out-of-School-Time programming.



## Administration Management/Coordination Career Lattice

### Level One:

Practitioners will have a CDA, SSCBT, or Maine state approved 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 and 2 years experience in direct care; or a CDA, SSCBT, or Maine state approved 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.

- Maine state approved credentials include the Maine Infant Toddler Credential, Maine Director Credential, Maine Youth Development Credential, Maine Inclusion Credential, Family Child Care Credential, Technical Assistance Credential, Preschool Credential, and the Certified Early Childhood Assistant credential.
- 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)

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### 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 Authorization\* 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 and/or State-Approved 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 field;  
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 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 and/or State-Approved 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 and/or State-Approved 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 degree;  
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 Certification;  
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

- 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.
- 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.
- Maine state approved credentials include the Maine Infant Toddler Credential, Maine Director Credential, Maine Youth Development Credential, Maine Inclusion Credential, Family Child Care Credential, Technical Assistance Credential, Preschool Credential, and the Certified Early Childhood Assistant credential.
- 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. DOE Building Administrator Certification includes (040) for Public School Administrators/Principals with a MA/MS in ECE, Social Services, or a related field.
- State-Approved training is developed by organizations outside of Maine Roads to Quality, is approved by Maine Roads to Quality and the Maine Department of Health and Human Services, and is centered around Early Care and Education and Out-of-School-Time programming.

**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 field

**Level Three:**

Practitioners have a 1-year college 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 and/or State-Approved 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 and/or State-Approved 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 years of 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 of experience;

**Level Eight:**

Practitioners will have a Doctorate 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 5 years of 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 coursework shown on transcripts include 36 college credits related to Early Childhood Education. (See above)
- Maine state approved credentials include the Maine Infant Toddler Credential, Maine Director Credential, Maine Youth Development Credential, Maine Inclusion Credential, Family Child Care Credential, Technical Assistance Credential, Preschool Credential, and the Certified Early Childhood Assistant credential.
- State-Approved training is developed by organizations outside of Maine Roads to Quality, is approved by Maine Roads to Quality and the Maine Department of Health and Human Services, and is centered around Early Care and Education and Out-of-School-Time programming.

**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 Child Development Associate (CDA) or Maine state approved 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 or Maine state approved 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, Maine state approved credential, 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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- Maine state approved credentials include the Maine Infant Toddler Credential, Maine Director Credential, Maine Youth Development Credential, Maine Inclusion Credential, Family Child Care Credential, Technical Assistance Credential, Preschool Credential, and the Certified Early Childhood Assistant credential.
  - 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.