

INTRODUCTION

The Pathway Program (Pathway) program is a comprehensive and aligned professional development trainer and training system for the state's early childhood education (ECE) workforce. It provides an accessible avenue of professional development, particularly for Family Child Care (FCC) and other Home-Based child care providers. It also provides consistent standards for trainers and promotes professional development training to support early childhood professionals with finding and choosing training opportunities. Additionally, Pathway enables offering and tracking training in early childhood education topic areas aligned with the California Department of Education Early Childhood Education Competencies. It was first launched in Los Angeles County in 2010 as the Gateways for Early Educators™ (Gateways) and has been integrated with the California Early Care and Education Workforce Registry since 2016. The program is now being expanded, and renamed Pathway, as an option for other counties to implement towards a statewide system and accessible professional development pathway.

The Pathway Trainer Approval process gives trainers the opportunity to showcase their experience and formal education background in early childhood. This process also allows trainers to demonstrate their knowledge of adult learning principles, their experience presenting workshops and training sessions to diverse adult learners, and early childhood professionals. Trainers must also display knowledge of the CA ECE Competencies and how their trainings are in alignment with the twelve competencies. Trainer approval is required of trainers who are interested in conducting trainings for any one of the CCALA member agencies.

PATHWAY PROGRAM

TRAINER APPROVAL

- Standards
- Process

TRAININGS

- Aligned with Competencies
- Approval Process

PATHWAY

- Digital Pathway
- Self & Agency Tracking



The Pathway model is designed to achieve the following statewide system goals:

Professional Development System Goals

- Provide access for each county throughout the state
- Leverage resources and infrastructure for cost-effectiveness and sustainability
- Easily track professional development (PD) providers, the workforce, and state and county administrators
- Build on the state's work on Transforming the Workforce: Birth to Eight workgroups, the Training and Training Approval Process workgroup, and various efforts of First 5 CA, California Department of Education, and WestEd
- Includes a Trainer and Training Approval process to promote high quality trainings offered by approved trainers

COUNTY PARTICIPATION

In adopting the Pathway model, the participating County agrees to approve trainers and trainings according to Pathway guidelines and track Gateways Pathway trainers and training participation in the California Early Care and Education Workforce Registry.

The Pathway systems approach was developed by the Los Angeles Resource & Referral (R&R) agencies as a way to build on the Child Care Initiative Project (CCIP*) by providing a professional development pathway for family child care providers and others who choose not to or cannot access a higher education path and/or to build on or augment their college coursework. It was specifically designed to support home-based providers and offer them their own professional growth and provide milestones to be celebrated, including an annual recognition of all those that completed a Pathway Passport that year.

We recognize that each county across California has its own strengths, configurations of organizations, and approaches to professional development. However, we would ask you to consider including the local R&R agency as an important partner in this work, and that you both promote and celebrate the participation of family child care and other home-based providers in your Pathway program.

*CCIP is funded by the California Department of Social Services and was developed more than 30 years as a "statewide initiative to build the supply and improve the quality of licensed family child care homes" (California R&R Network - https://rrnetwork.org/provider-services/become-a-licensed-provider).

Process

Each county should designate a lead agency to be the main liaison with the Registry and help coordinate efforts on behalf of the county. Additionally, each participating county will add Pathway participation to the new or existing Data Sharing Agreement for the county.

Each county will need to identify leads for Pathway administration for activities such as coordinating and approving trainings and trainer approval. Registry staff will support these efforts.



County Participants

County participants will be tracked at multiple levels.

- Individual training organizations will have data and reports available, with identifiable data on those that participate in their training activities.
- The lead agency for each county Pathway Program will have access to an aggregate, anonymized county-wide data on all Pathway participant progress.

TRAINER QUALIFICATIONS

"While there are many pathways to gaining knowledge, it is important for a trainer to have a solid body of knowledge to draw from in order to present high quality trainings and to serve as a model for professional development pathways and higher education attainment. Furthermore, achieving some level of higher education completion establishes credibility in both the trainer and the training system" (PEACH, 2014).

Trainer qualifications are aligned with the California ECE Career Lattice (adopted by California Department of Education, 2018).

Gateways Pathway Trainer

<u>Definition</u>: A Pathway Trainer is a professional with both the subject matter and adult learning knowledge and skills to provide "a learning experience, or series of experiences," on early care and education and child development topics to build participants skills or dispositions (NAEYC and NACCRA, 2011, p. 7). And meets the *California Early Learning Career Lattice* Levels 7 – 10 (A-C).

- 1. California Early Learning Career Lattice 2018
- 2. California Early Learning Career Lattice Guide 2018

See next page



CA Early Learning Career Lattice (Career Lattice)

Qualification Examples from the Career Lattice

- California ECE Career Lattice Level 7 and 8 A C (or higher)
 - 8C. Early Learning Specialist/Innovator Baccalaureate degree in any field with 24 semester units in ECE/CD

Bachelor's Degree

LEVEL	A EARLY LEARNING CAREGIVER/TEACHER/ K-3 TEACHER	B EARLY LEARNING ADMINISTRATOR/ SCHOOL ADMINISTRATOR	C EARLY LEARNING SPECIALIST/ INNOVATOR	EARLY LEARNING INFRASTRUCTURE SUPPORT
8	8A. ECE Content Baccalaureate degree in ECE/CD OR Baccalaureate degree in any discipline with 36 semester units of ECE/CD, including 18 semester units of upper division coursework. Examples: ECE Lead Teacher or Site Supervisor OR Multiple Subject Teaching Credential with 24 units ECE/CD Examples: K-12 or Transitional Kindergarten (TK) teacher OR Early Childhood Special Education Credential Examples: Infant/Toddler, preschool, TK or K teacher focused on children with special needs	8B. Administrator Program Director Permit OR Baccalaureate degree or higher with 15 units of management/ administration/ supervision/leadership /policy including 6 administrative units, 2 adult supervision units and 24 units of ECE/CD including coursework related to serving infants and toddlers. OR Administrative Services Credential with 24 units ECE/CD Examples: Title 5 program director or director mentor/ coach	8C. ECE Support Baccalaureate degree in any field with 24 semester units in ECE/CD Example: Staff person working at a community agency (R&R, First 5, County Office of Education) supporting an early learning initiative, ECE coach, trainer, or technical assistance specialist. OR Pupil Personnel Services Credential Example: School psychologist	8D. Support Baccalaureate degree in any field Examples: Staff person working at an R&R, First 5, County Office of Education, or community/state agency providing administrative support to a quality improvement initiative

Source: California Department of Education. 2018. California Early Learning Career Lattice.



 7A. Early Learning Caregiver/Teacher/K-3 Teacher - Associate degree with a major in early care and education or child development (ECE/CD)

Associate's Degree

LEVEL	A EARLY LEARNING CAREGIVER/TEACHER/ K-3 TEACHER	B EARLY LEARNING ADMINISTRATOR/ SCHOOL ADMINISTRATOR	EARLY LEARNING SPECIALIST/ INNOVATOR	D EARLY LEARNING INFRASTRUCTURE SUPPORT
7	7A. AA/AA-T/AS/AS-T in ECE/CD OR AA/AA-T/AS/AS-T with 24 semester units in ECE/CD OR 60 units including 24 units of ECE/CD and 36 units of GE Example: Teacher, Head Teacher	7B. AA/AA-T/AS/AS-T in ECE/CD OR AA/AA-T/AS/AS-T with 24 semester units in ECE/CD + 3 units in administration or staff relations OR 60 units including 24 units of ECE/CD and 36 units of GE, 3 of which are in administration or staff relations Example: Center Director-Title 22 Child Care Centers	7C. AA/AA-T/AS/AS-T in any field with 24 semester units in ECE/CD Example: Administrative assistant working at a First 5, County Office of Education, Resource and Referral Agency, or community agency	7D. AA/AA-T/AS/AS-T in any field Example: Administrative assistant working at a First 5 or community agency

Source: California Department of Education. 2018. California Early Learning Career Lattice.

*Associates Degrees

- AA=Associate Arts Degree
- AS=Associate of Science Degree
- AA-T*= Associate Arts Transfer Degree
- AS-T*=Associate of Science Transfer Degree
 *Transfer Degrees are for California Community College students and are designed to provide a clear pathway to the CSU degree major.

It is important that students contact their local community college for information on meeting the requirements for an AA-T or AS-T degree.

OR

Pathway Specific Content Trainer

Due to the diverse needs of ECE professionals to provide high quality care and education to children and families, trainers may have specialized knowledge within the field or in fields beyond ECE/CD. To meet specific needs, trainers may be approved to provide training in specific content areas.

<u>Definition</u>: A Pathway Specific Content Trainer who does not meet the qualifications for a Pathway Trainer but has, either through years of experience of specific education or training, specific content knowledge relevant or related to the field and work of child care providers. Pathway Specific Content Trainers will be limited to training in their approved content area.



Examples include:

ECE/Child Development – Circle Time Ideas, Promoting Your Family Child Care Other Fields/Specialty Content Areas - Nutrition, First Aid/CPR, Business Practices, Inclusion of Children with Exceptional Needs, Dual-Language Learning, Trauma-Informed Training

Qualification Submission for all Gateways Pathway Trainers

 Minimum qualifications – dependent on content (plus statement of qualifications and letter of recommendation)

Formal Education	Learning Content	Training/ Teaching Experience with Adult Learners
Minimum level dependent on area of expertise* (Must hold a current professional certification, or credential, if applicable)	3 years of experience in the area of expertise	Experience presenting, training, or teaching adults

*Examples include:

- First Aid/CPR: appropriate certification from Red Cross (EMSA)
- Children with Exceptional Needs: Bachelor's degree in appropriate field
- Nutrition: Bachelor's degree in Nutrition

Additional Requirements (Regular Pathway Trainers and Pathway Specific Content Trainers)

All Pathway Trainers must have completed the following training specific to training in California.

Adult Learning – Completion of CA ECE Competencies for Adult Learning and Coaching OR documentation of Adult Learning content through higher education courses, training certification, Training of Trainers, or trainer workshops (such as PITC (Program for Infant Toddler Care), DRDP (Desired Results Developmental Profile), CPIN (CALIFORNIA PRESCHOOL INSTRUCTIONAL NETWORK), Zero to Three – Growing Brain).

California ECE Competencies – Attest to having knowledge of the California ECE Competencies.

Equity, Diversity, and Inclusion – Review and adoption of the "Standards for Training and Trainer Code of Conduct.

Experience with Adult Learners – Evidence of experience includes: a sample agenda, a list having three training sessions conducted in the past three years (in-service trainings, parent trainings, workshops, practice workshops, webinars, teaching CD/ECE college courses), a resume, and three references.



TRAINING SESSION REQUIREMENTS

Training is defined as: A learning experience, or series of experiences, specific to an area of inquiry and related set of skills or dispositions, delivered by a professional(s) with subject matter and adult learning knowledge and skills (NAEYC & NACCRA, 2011).

Pathway Training Sessions must meet the following:

Content

Content should be current, research-based (when applicable), relevant, relate knowledge and information to real world application and practice, incorporate adult learning theory with opportunities for reflection, use multiple training strategies that are appropriate to a variety of learning, and foster participants' development and demonstration of new knowledge and skills that encourage positive changes in the work environment.

The training content must also include:

- California ECE Competencies Training content must be aligned to the California ECE Competencies. This will be indicated when adding the training in the Registry.
 - CDE CA ECE Competencies Resources (English and Spanish)
- Participant Learning Outcomes Must include Participant Learning Outcomes for each training.
 These can be added by selecting the relevant learning objective and adding to the training profile description in the Registry. Resources to assist in this work are available at:
 - <u>Create Meaningful Learning Outcomes</u> (English Only) [Coming soon in Spanish and Simplified Chinese]
 - <u>California Early Childhood Educator Competencies for Adult Learning and Coaching</u> (English Only)
- Equity, Diversity & Inclusion Must meet training submission requirement guidelines as articulated in the <u>Pathway Standards for Training and Trainer Code of Conduct</u> (English/<u>Spanish/Simplified</u> <u>Chinese</u>).
- Additional useful resources
 - <u>Determining Training Breadth and Depth</u> (English Only) [Coming soon in Spanish and Simplified Chinese]
 - California Preschool Learning Foundations (CDE Website) (Spanish)
 - California Infant/Toddler Learning and Development (CDE Website)
 - o <u>Introduction to the California Infant/Toddler Learning and Development Foundations</u> (Clearinghouse for Multilingual Documents)



<u>Duration:</u> Pathway trainings must be a minimum of an hour for sufficient content (including reflection & questions)

Specializations

Specialization Pathways provide an opportunity to concentrate more deeply on a particular subject, such as Trauma Informed Care or Multi-Language Learning, to build an increased level of focus and expertise on subjects of importance to the healthy development of young children.

A Specialization Pathway is completed when one completes all trainings in the defined Pathway topic (a minimum of 16 hours per Specialization.) The 16 hours must consist of separate training sessions, or a series of training sessions on topics all related to or part of the subject of focus and be approved Pathway Specialization Trainings.

TRAINER APPLICATION PROCESS

Trainers will apply using the Registry, except for Summer/Fall 2023.

Trainers will need to submit the following documents as part of the application process.

- Current Resume
- Transcripts and other qualification documents to support calculation of an Early Learning Career Lattice Level
- A sample agenda
- A list of three training sessions conducted by the trainer applicant and date of each training session
- Three references with names and email addresses

Standards for Training and Trainer Code of Conduct

• As part of becoming a Pathway Trainer, one will need to read and agree to the <u>Pathway Standards</u> for Training and Trainer Code of Conduct (English/Spanish/Simplified Chinese).

These should be read before applying, as the Trainer applicant must check a box indicating these have been read and agreed to.



TRAINER APPROVAL

Trainers will be approved by each Pathway participating organization or by designated Registry staff.

When approved, this will be indicated on the Instructor Profile as Pathway approved and an email notification will be sent to the email in the applicant's Registry Profile.

On the Instructor Profile, an approved Pathway Trainer may indicate their availability allowing their Profile to be searchable for other county Gateways Pathway administrators for the purpose of providing training in other participating Gateways Pathway Programs throughout the state.

Implementation and Quality Assurance

Counties will have to have their own quality assurances processes for the Pathway Program. Designated Registry staff will support participating Gateways Pathway Program Administrators.

There are recommended strategies to ensure that each participating organization is following the Gateways Pathway Program model. At least one strategy is required. Registry staff will support quality assurance practices:

- 1. Randomly select 10% of training annually for a quality review
- 2. Conduct local required training for participating agencies on quality assurance
- 3. Intensive review before training is approved

Registry staff recommend that participating Gateways Pathway Program Administrators and their designated staff participate in learning community based on the chosen method of quality assurance process to make the Community of Learning smaller and easier to manage.