

Early Childhood Credentials/Permits Issued by the Commission

California issues three types of credentials and permits that authorize service with young learners: 1) Early Childhood Specialist Credentials, 2) Early Childhood Special Education Credentials, and 3) Child Development Permits. At one time, California had a standard early childhood credential covering preschool through Grade 3, but it was phased out in the mid-1970s with the passage of the Ryan Act partially due to a desire for hiring flexibility and teacher mobility.

- 1) *Early Childhood Specialist Credential.* The Commission issues a Specialist Instruction Credential in Early Childhood Education (<http://www.ctc.ca.gov/educatorprep/standards/ecespec12.pdf>) that requires the educator to hold a basic teaching credential and authorizes teachers to “develop and coordinate curriculum, develop programs, and deliver staff development including age-appropriate teaching methodologies for child development programs and early childhood education programs in grades three and below which are coordinated by school districts or county offices of education. This credential also authorizes teaching courses in child development in grades K–12 inclusive and in classes organized primarily for adults” (<http://www.ctc.ca.gov/credentials/leaflets/cl529.pdf>).

Only one institution currently offers this program and the standards for this program have not been revised since 1992. Ten Early Childhood Specialist Credentials have been issued in the last five years.

- 2) *Early Childhood Special Education.* The Commission issues an Education Specialist Instruction Credential in the specialty area of Early Childhood Special Education (ECSE). There are a total of 14 Commission-approved programs offered in this specialty area with a total of 1,142 special education teaching credentials initially issued in the ECSE specialty area over the last five years. Furthermore, an added authorization in ECSE (formerly ECSE Certificate) is also available to individuals who already hold a special education teaching credential, and who complete an ECSE added authorization program through a Commission-approved program sponsor. There are 19 Commission-approved programs for the added authorization in ECSE. There were a total of 275 ECSE added authorizations and certificates issued during the past five years.

Both the full specialty area and the added authorization allow the holder to “provide special education services in the area of mild/moderate or moderate/severe disabilities, and traumatic brain injury for students ages birth to pre-K as determined by the local level special education assessment” (<http://www.ctc.ca.gov/credentials/leaflets/cl808ca.pdf>). There are separate program standards for the full specialty area of ECSE issued on the Education Specialist Instruction Credential and ECSE added authorization. Both sets of program standards have recently been revised (<http://www.ctc.ca.gov/educator-prep/standards/SpecialEducation-Standard2013.pdf>).

- 3) *Child Development Permit.* In 1961, California was one of the first states to subsidize public preschool enrollment. A permit structure was developed at that time and was most recently updated in 1994, with regulations promulgated in 1997. The regulations detail what the personnel at each level are authorized to do and the education and experience requirements for those levels. The current six-level permit structure is based upon a career ladder approach with each level increasing in coursework preparation and commensurate authorization or responsibility. Most coursework is completed by candidates at community colleges. Table 4 depicts the various levels or positions for Child Development Permit holders in current Title 5 regulations.



CHILD DEVELOPMENT AND SCHOOL-AGE EMPHASIS MATRIX

| TITLE | CHILD DEV EDUCATION REQUIREMENT | SCHOOL-AGE EMPHASIS EDUCATION REQUIREMENT | EXPERIENCE REQUIREMENT | CHILD DEV ALTERNATIVE QUALIFICATIONS | SCHOOL-AGE EMPHASIS ALTERNATIVE QUALIFICATION | AUTHORIZATION | FIVE YEAR RENEWAL |
|-----------------------------|---|---|--|--|---|--|--|
| Assistant (Optional) | 6 units of Early Childhood Education (ECE) or Child Development (CD) | 3 units in School-Age | None | Accredited HERO program (incl. ROP) | None | Assist in the instruction of children under supervision of Assoc. Teacher or above. | 105 hours of professional growth |
| Associate Teacher | 12 units ECE/CD including core courses | 6 units in the School-Age Core Area** | 50 days of 3+ hours per day within 2 years | Child Dev. Associate (CDA) Credential | None | May provide instruction and supervise Assistant. | One renewal with 15 units; must meet CD Teacher Permit requirements within 10 years. |
| Teacher | 24 units ECE/CD including core courses* + 16 GE units. | 12 units in the School-Age including core courses** | 175 days of 3+ hours per day within 4 years | AA or higher in ECE or related field w/ 3 sem. unit supervised field exp. in ECE setting | AA or higher in ECE or SA with 3 sem units of supervised field experience in ECE or SA setting | May provide instruction and supervise all above (including Aide) | 105 hours of professional growth |
| Master Teacher | 24 units ECE/CD including core courses* + 16 GE units, + 6 specialization units; + 2 adult supervision units. | 12 units in the School-Age including core courses** | 350 days of 3+ hours per day within 4 years | BA or higher w/12 units of ECE, + 3 units supervised field exp. in ECE setting | BA or higher w/12 units of ECE or SA, +3 units of supervised field experience in ECE or SA setting Minimum of 6 units must be in SA | May provide instruction and supervise all above (incl. Aide). May also serve as coordinator of curriculum and staff development. | 105 hours of professional growth |
| Site Supervisor | AA (or 60 units) with 24 ECE/CD units (incl. core); + 6 units administration; + 2 units adult supervision. | 12 units in the School-Age including core courses** | 350 days of 3+ hours per day within 4 years, including at least 100 days of supervising adults | BA or higher w/12 units of ECE, + 3 units supervised field exp. in ECE setting; or a Teaching or Admin. credential w/12 units of ECE, + 3 units supervised field exp. in ECE setting | Teaching or Administrative Cred w/12 units of ECE or SA. 3 units of supervised field experience in either ECE or SA. Minimum of 6 units must be in SA | May supervise single site program, provide instruction; and serve as coordinator of curriculum and staff development. | 105 hours of professional growth |
| Program Director | BA with 24 ECE/CD units (incl. core); + 6 units administration; + 2 units adult supervision. | 12 units in the School-Age including core courses** | Site supervisor status and one program year of site supervisor experience. | Teaching or Admin. credential w/12 units of ECE, + 3 units supervised field exp. in ECE setting; Master's Degree in ECE | Teaching or Administrative Cred w/12 units of ECE or SA. 3 units of supervised field experience in either ECE or SA. 6 units admin w/teaching cred only. Minimum of 6 units in SA | May supervise multiple-site program; provide instruction; and serve as coord. of curriculum and staff development | 105 hours of professional growth |

Please review leaflet/regulations for more detailed information

*CD Core courses = Child Growth and Development, Child/Family/Community, and Programs/curriculum

** SA Core courses = Child Growth and Youth Development, Child & Youth, Family & Community, Programs/curriculum including school-age instructional practices

Of the six levels listed above, only the Program Director is required to hold a Bachelor's Degree, though all but the Assistant level have options to earn the permit on the basis of a bachelor's degree. The other five levels require only a progressive number of units, as indicated, with each step on the matrix. A study conducted by the Center for the Study of Child Care Employment (CSCCE) at UC Berkeley indicates that the majority of ECE teachers in state-funded preschools in California have at least an associate degree in Child Development and one-fourth of the ECE teachers in California public preschool programs currently have a bachelor's degree (http://www.irle.berkeley.edu/cscce/wp-content/uploads/2006/01/statewide_centers.pdf). In addition, all levels of Child Development Permits for teachers, with the exception of the Associate Teacher Permit, require 105 clock-hours of professional growth be completed during each five year renewal cycle (<http://www.ctc.ca.gov/credentials/leaflets/cl797.pdf>).

A School Age Emphasis authorization may be added to a Child Development Permit that authorizes the holder to provide services in the care, development, and instruction of children in before-school, after-school, and other school-age child care programs. Specific requirements focusing on school age children must be completed to add this authorization.

Comparison of Regulations for Teaching: Early Childhood Education

| | Title 22 | Title 5 | Head Start |
|--------------------------------------|--|--|---|
| Jurisdiction | Regulations for licensing and monitoring by the California Department of Social Services | Governs centers holding a contract with the California Department of Education | Governs centers with federal Head Start Funding |
| Types of Programs | Family child care homes and child care centers | Part-day and full-day preschool classrooms | Comprehensive developmental services for low-income children from 3 to 5 years old |
| # of Educator Classifications | 3 | 6 | 3 |
| Teacher Requirements | 12 Units in ECE and six months work experience | <ul style="list-style-type: none"> • 24 units for Teacher • 12 units for Associate Teacher | <ul style="list-style-type: none"> • Associate of Arts in child development • By 2013 50% of teachers must have a B.A. in ECE, a baccalaureate or advanced degree in any subject, with coursework equivalent to a major relating to early childhood education with experience teaching preschool-age children |

Positions, Authorizations and Requirements for Title 22 Settings

| Position/Authorizations | Minimum Requirements |
|--|--|
| <p>Teacher Aide: Shall work only under the direct supervision of a teacher; may escort or assist children in going to the bathroom; may supervise napping children without being under the direct supervision of a teacher.</p> | <p>Must be 18 years of age, a high school graduate, or be currently participating in an occupational program at high school</p> |
| <p>Teacher: None specified.</p> | <p>12 postsecondary semester units in early childhood education from an accredited college and six months of work experience in a licensed Child Care Center or similar program. The units specified shall include courses covering:</p> <ul style="list-style-type: none"> • child growth and development • child, family and community • program/curriculum, plus • 5 hours of health and safety training |
| <p>Director: Responsible for the operation of the center, including compliance with regulations, and communications with the Department of Social Services. Shall be on the premises during the hours of operation and shall not accept outside employment that interferes with the duties specified.</p> | <ul style="list-style-type: none"> • High school graduation or GED and 15 semester units at an accredited college in specified early childhood education classes • 12 units in: <ul style="list-style-type: none"> — child growth and development — child, family and community — program/curriculum • 3 units in: <ul style="list-style-type: none"> — administration or staff relation <p>In addition:</p> <ul style="list-style-type: none"> • 4 years of teaching experience in a licensed center or comparable group child care program or • 2 years of experience are required if the director has an AA degree with a major in child development or • a Site Supervisor or Program Director permit issued by the California Commission on Teacher Credentialing |

Positions, Authorizations, Requirements for Head Start Settings

| | Minimum Requirements |
|---|---|
| <p>Aides/Assistants: None specified</p> | <ul style="list-style-type: none"> • a Child Development Associate (CDA) credential (equivalent to 12 units http://www.cdacouncil.org/the-cda-credential/about-the-cda); • be enrolled in a program leading to an associate or baccalaureate degree; or • be enrolled in a CDA credential program to be completed within 2 years. |
| <p>Teachers: Provide a variety of learning experiences to help children grow intellectually, socially, and emotionally. Involve parents in the planning and implementation of activities. Provide outreach to families to determine what services they need.</p> | <ul style="list-style-type: none"> • an associate, baccalaureate or advanced degree in early childhood education; or • an associate degree in a related field and coursework equivalent to a major relating to ECE with experience teaching preschool age children; or • a baccalaureate or advanced degree in any field and coursework equivalent to a major relating to ECE, with experience teaching preschool children; • a baccalaureate degree in any field and has been admitted into the Teach for America (TFA) program, passed a rigorous early childhood content exam, such as the Praxis II, participated in a Teach for America summer training institute that includes teaching preschool children and is receiving ongoing professional development and support from TFA professional staff. <p>By 2013 50% of all Head Start Teachers must have:</p> <ul style="list-style-type: none"> • a baccalaureate or advanced degree in ECE; or • a baccalaureate or advanced degree and coursework equivalent to a major relating to ECE, with experience teaching preschool-age children. |
| <p>Coordinators: Include authorizations for teachers as well as serving as curriculum specialists in center-based programs.</p> | <ul style="list-style-type: none"> • a baccalaureate or advanced degree in ECE; or • a baccalaureate or advanced degree and coursework equivalent to a major relating to ECE, with experience teaching preschool-age children. |

Figure 4

Standards for Child Care Providers

Preschool-Age Children^a

| Requirements | License-Exempt Providers | Title 22 FCCHs | Title 22 Centers | Title 5 Centers ^b |
|------------------------------------|---|--|--|--|
| Staff Qualifications | None. | 15 hours of health and safety training. | Child Development Associate Credential or 12 units in ECE/CD. ^c | Child Development Teacher Permit (24 units of ECE/CD plus 16 general education units). ^d |
| Staffing Ratios | None. | 1:6 adult-child ratio. | 1:12 teacher-child ratio or 1 teacher and 1 aide per 15 children. | 1:24 teacher-child and 1:8 adult-child ratio. |
| Health and Safety Standards | Criminal background check. Self-certification of certain health and safety standards. | Staff and volunteers are finger printed. Subject to health and safety standards. | Same as Title 22 FCCHs. | Same as Title 22 FCCHs. |
| Content Standards | None. | None. | None. | Requires developmentally appropriate activities. |
| Monitoring | None. | Unannounced visits by CCL every five years or more frequently under special circumstances. | Same as Title 22 FCCHs. | Same as Title 22 FCCHs, but also onsite reviews by CDE every three years (or as resources allow) and annual outcome reports. |
| Applicable Programs | CalWORKs, AP Program | CalWORKs, AP Program | CalWORKs, AP Program | General Child Care, Migrant Child Care, State Preschool |

^a Standards for children of other ages similar to those displayed here.

^b Same standards apply to Title 5 family child care network homes.

^c The Child Development Associate Credential is issued by the National Credentialing Program of the Council for Professional Recognition.

^d The Child Development Teacher Permit is issued by California's Commission on Teacher Credentialing.

FCCHs = family child care homes; ECE/CD = Early Childhood Education/Child Development; CCL = Community Care Licensing; CDE = California Department of Education; and AP = Alternative Payment.

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ⁱ Chu, C. & Kuhn, J. (2014, April) *Restructuring California's Child Care and Development System*. Retrieved from <http://www.lao.ca.gov/reports/2014/education/child-care/restructuring-child-care-system-040414.pdf>

Child Development Permit Analysis

CD Permit are available at six different levels – Assistant, Associate Teacher, Master Teacher, Site Supervisor, and program Director. The current CD permit structure is based on a career ladder concept; thus one individual could be counted in one or more CD permit categories.

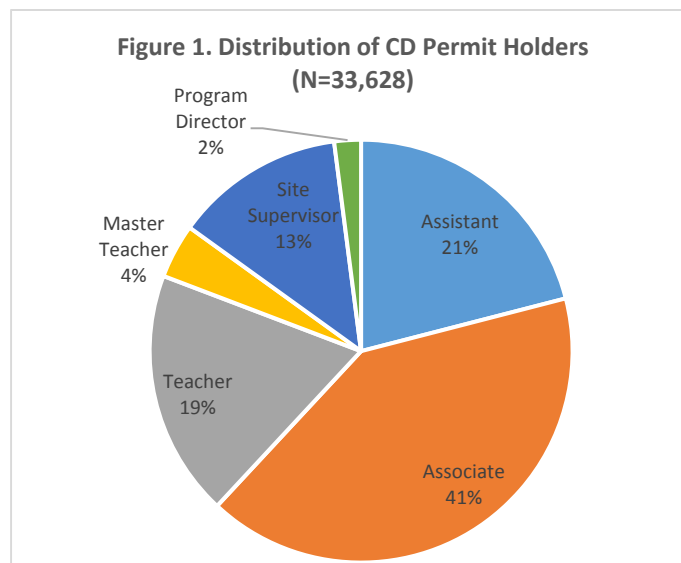
About 12,000 permits are issued each year - 7,500 new CD permits (First-time and New Type) and another 4,500 CD permits are renewed. As you can see from the Tables below, there was a decline of new permits at all six levels, ranged from 8% for CD Teacher Permit to 31% for Associate Permit. Overall, there was a decline of 21% in the past five years. However, there was an increase of 20% in the renewals in the past five years.

| | 2010 | 2011 | 2012 | 2013 | 2014 | 5yr change | 5yr change % |
|--|--------------|--------------|--------------|--------------|--------------|----------------|--------------|
| Table 1: New CD Permits | | | | | | | |
| Child Development Assistant Permit | 1,567 | 1,427 | 1,143 | 1,185 | 1,092 | (475) | -30% |
| Child Development Associate Teacher Permit | 2,793 | 2,689 | 2,134 | 2,074 | 1,937 | (856) | -31% |
| Child Development Teacher Permit | 1,800 | 1,806 | 1,663 | 1,661 | 1,661 | (139) | -8% |
| Child Development Master Teacher Permit | 653 | 591 | 570 | 459 | 484 | (169) | -26% |
| Child Development Site Supervisor Permit | 1,946 | 1,954 | 1,709 | 1,666 | 1,688 | (258) | -13% |
| Child Development Program Director Permit | 507 | 503 | 481 | 464 | 488 | (19) | -4% |
| Grand Total | 9,266 | 8,970 | 7,700 | 7,509 | 7,350 | (1,916) | -21% |

| | 2010 | 2011 | 2012 | 2013 | 2014 | 5yr change | 5yr change % |
|--|--------------|--------------|--------------|--------------|--------------|------------|--------------|
| Table 2: Renewals | | | | | | | |
| Child Development Assistant Permit | 66 | 82 | 90 | 103 | 95 | 29 | 44% |
| Child Development Associate Teacher Permit | 544 | 575 | 588 | 551 | 506 | (38) | -7% |
| Child Development Teacher Permit | 943 | 949 | 1,102 | 1,181 | 1,102 | 159 | 17% |
| Child Development Master Teacher Permit | 299 | 312 | 291 | 340 | 375 | 76 | 25% |
| Child Development Site Supervisor Permit | 1,530 | 1,449 | 1,498 | 1,792 | 1,788 | 258 | 17% |
| Child Development Program Director Permit | 438 | 463 | 499 | 665 | 718 | 280 | 64% |
| Grand Total | 3,820 | 3,830 | 4,068 | 4,632 | 4,584 | 764 | 20% |

Data Source: Mini Siebel FileMaker Database; 2010 to 2015. Data include duplicate SSNs.

A special data extract was done on 8/5/2015 to bring unique SSN/individual who held new CD permits in the past five years. A total 33,628 unique SSNs were retrieved and the distribution of CD permits is shown in the chart below:



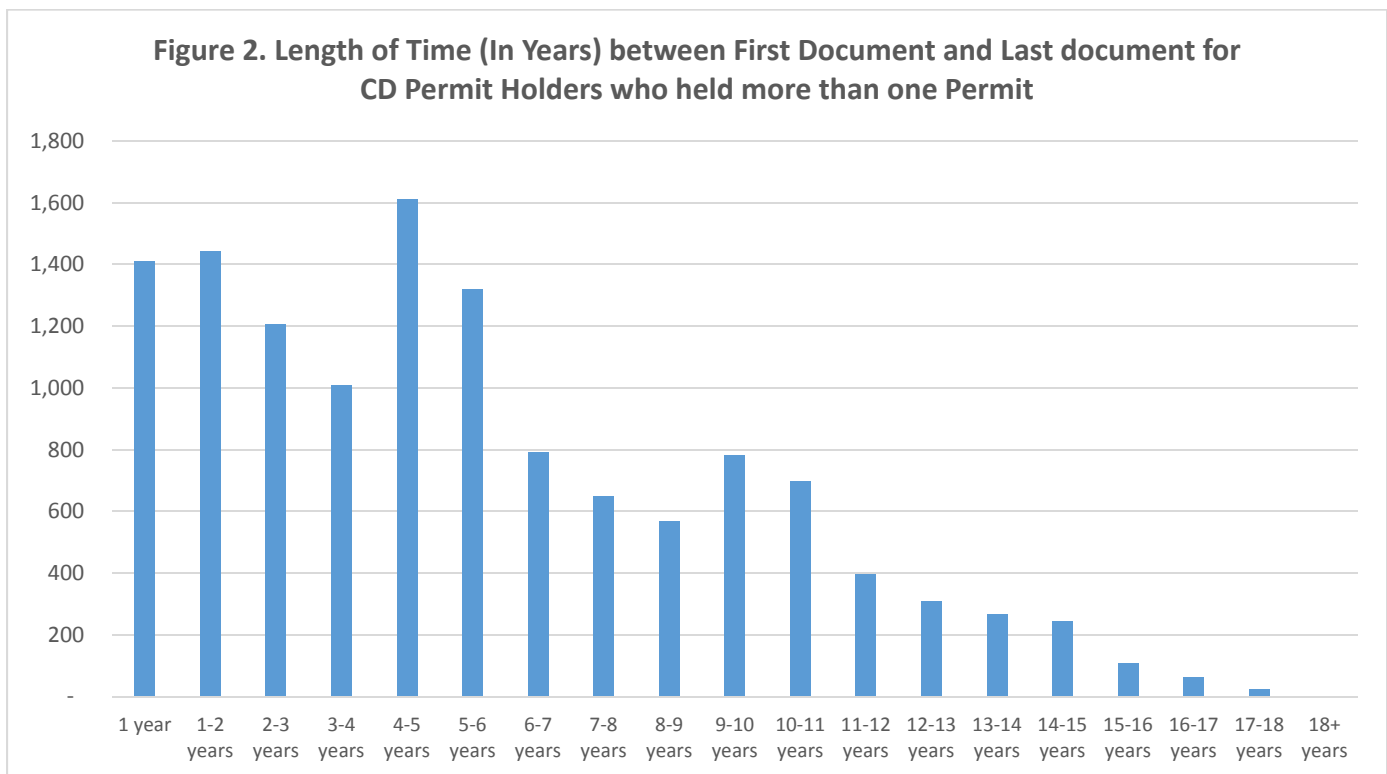
Nearly two-thirds (21% Assistant and 41% Associate) held Assistant or Associate permits. Maybe that the Associate Permit is the most popular entry point for individuals to enter as CD permit holders? Looking at the number of new permits issued each year, (Table 1) it is obvious that the Associate Teacher Permit is the largest group in each of the five years.

Individuals with multiple CD permits

Nearly two-thirds (62%) of the CD permit holders held only one permit. The remaining (38.5%) held more than one permit. The following is the breakdown of multiple permits:

- Individuals holding 2 permits = 12,945 (38.5%)
- Individuals holding 3 permits = 3,460 (10.3%)
- Individuals holding 4 permits = 593 (1.8%)
- Individuals holding 5 permits = 53 (0.2%)
- Individuals holding 6 permits = 4 (0%)

When data were analyzed by the issue dates between CD permit holder’s first and last permit, the following pattern emerged. For more than half (51.5%) their second permit was obtained in less than 5 years; for about one-third (31.9%) the difference between their first and last document was from 6 to 10 years and for the remaining (14.5%) the difference was more than ten years.



Data do not include individuals who held only one permit.

As indicated in Table 3, the School-age emphasis was about 3-4% for Assistant, Associate, and Teacher Permit. For the Master Teacher, Site Supervisor, and Program Director, the School-age emphasis was little over 10%.

Table 3. Data on who has the Infant-Toddler or the School Age *(update when Erin finalizes the data)*

| Child Development Permit Level | # Permits issued | % |
|---|-------------------------|----------|
| Assistant Permit | 7519 | 97.14% |
| Assistant Permit w/ School Age Emphasis | 221 | 2.86% |
| Associate Teacher Permit | 15663 | 97.46% |
| Associate Teacher Permit w/ School Age Emphasis | 409 | 2.54% |
| Teacher Permit | 10931 | 96.25% |
| Teacher Permit w/ School Age Emphasis | 426 | 3.75% |
| Master Teacher Permit | 3162 | 91.26% |
| Master Teacher Permit w/ School Age Emphasis | 303 | 8.74% |
| Site Supervisor Permit | 8584 | 89.69% |
| Site Supervisor Permit w/ School Age Emphasis | 987 | 10.31% |
| Program Director Permit | 2015 | 87.42% |
| Program Director Permit w/ School Age Emphasis | 290 | 12.58% |

Notes on CD Data – Data include First-time and New Type only. Data do not include Renewals.

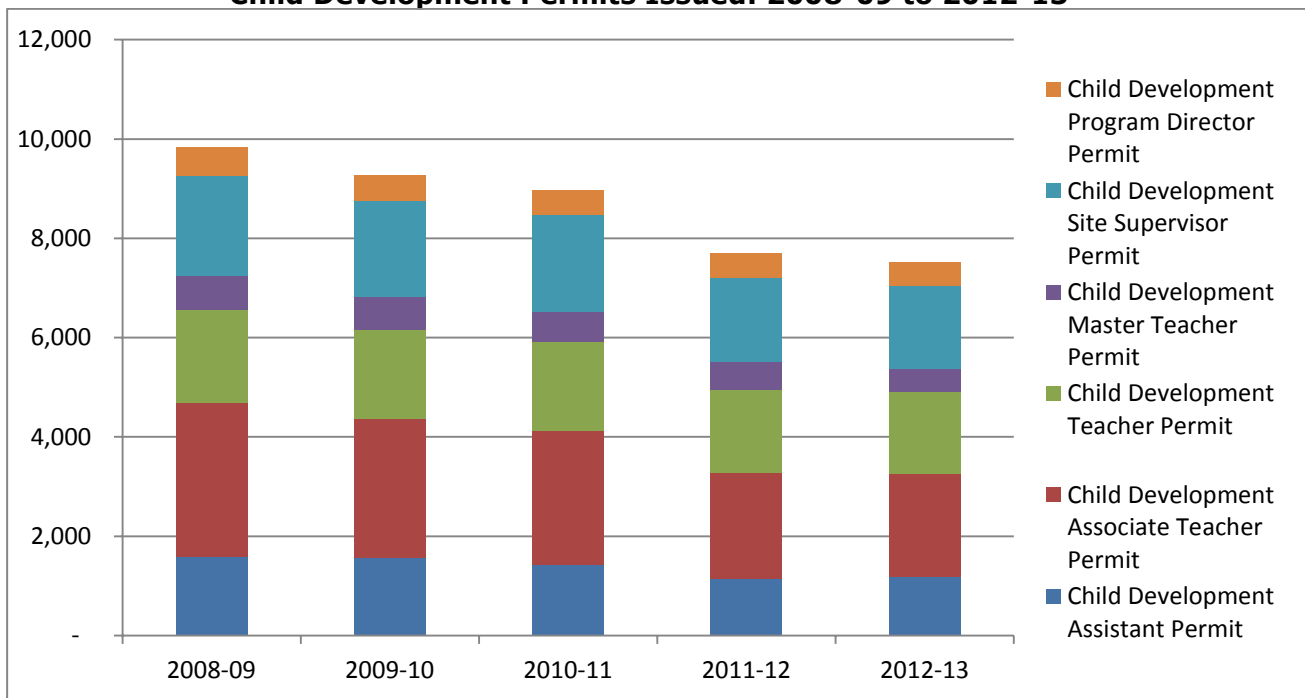


Child Development Permits Issued: 2008-09 to 2012-13

Child Development Permits are required for service in most publicly funded child development programs including all state preschool programs. Authorization to serve in after school programs can be added to Child Development Permits. Child Development Permits are available at various levels – Child Development Assistant Permit (optional), Child Development Associate Teacher Permit, Child Development Teacher Permit, Child Development Master Teacher Permit, Child Development Site Supervisor Permit, and Child Development Program Director Permit—each with increasing coursework preparation and commensurate authorization or responsibility. The current child development permit structure is based on a career ladder concept; thus one individual could be counted in one or more child development permit categories.

Applicants for Child Development Permits apply directly to the Commission and are required to complete specific courses and other requirements. Programs, such as those offered in two- or four-year institutions of higher education, may apply to have a sequence of courses pre-approved by the Commission and may then verify that an applicant has completed the program. This process, known as Verification of Completion (VOC), helps expedite the processing time of applications. Currently, there is a total of 40 institutions with VOC approval – 29 are community colleges and 11 are four-year institutions.

Child Development Permits Issued: 2008-09 to 2012-13



Note: Data include initial permits only; do not include renewals.

Each year, approximately 8,000 Child Development Permits (new) are issued by the Commission on Teacher Credentialing (Commission). Another 4,000 permits are renewed each year. While there was a decrease of about 2,300 (or 24 percent) in new permits, there was an increase (by 30 percent) in the renewals in the past five years.

There was a steady decline for all types of new permits, ranging from 33 percent for Child Development Associate Teacher permits to 12 percent for Child Development Teacher permits. In spite of the decreases, the proportion of the permits stayed fairly steady for Child Development Associate permits: 31 percent in 2008-09 and 28 percent in 2012-13; Child Development Teacher permits: 19 percent in 2008-09 and 22 percent in 2012-13; and Child Development Site Supervisor permit: 21 percent in 2008-09 and 22 percent in 2012-13. For the following three types of permits – Child Development Assistant permits, Child Development Master Teacher permits, Child Development Program Director – the proportion stayed very steady at 16 percent, 7 percent, and 6 percent, respectively.

For more information about Child Development Permits:
<http://www.ctc.ca.gov/credentials/CREDS/child-dev-permits.html>