



Careers in Early Childhood Education

A KANSAS GUIDE



“How can I find out more about my early childhood career options?”

“How can I plan my career working with children?”

“What education do I need to achieve my career goals?”

“Where and how can I access my education options?”

This guide provides answers to your questions about the many career choices available in the field of early childhood education.

There are 3 main sections — **Direct Services**, **Supportive Service Careers**, and **Related Careers** — with a total of 22 careers descriptions. Each career includes: a list of job responsibilities; recommended educational requirements; entry level, skilled, and professional salary averages; and a list of potential job settings.

Within the early childhood industry, there are many different jobs and career options. Whether your career decisions are to nurture a newborn, to teach energetic school-agers, or to share your knowledge and skills with beginners in the profession, this guide is your tool to success!

Join the early childhood profession and help make Kansas the best state in the nation to raise a child.





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Family Child Care Owner or Operator

- Recognizes children learn and develop through experience and active participation
- Creates a developmentally appropriate learning environment
- Plans experiences to promote nutrition and healthy eating practices
- Develops and maintains positive communication with families
- Develops a business plan that includes financial planning, marketing of business, and program policies and procedures to ensure stability
- Creates and maintains safe indoor and outdoor areas and promotes safe practices for children
- Models healthy lifestyle practices
- Improves teaching and learning through professional work habits

Recommended Education

Entry Level:

- Pursuing Child Development Associate Credential (CDA)
- Pursuing Associate or Bachelor degree in an early childhood related field

Skilled Level:

- Child Development Associate Credential (CDA)
- ECAAP (Early Childhood Associate Apprenticeship Program) Apprenticeship Certificate of Completion
- Associate or Bachelor degree in an early childhood related field

Professional Level:

- Associate or Bachelor degree in an early childhood related field with 5 or more years experience

Typical Salary Range

Salary depends largely on experience and how long an owner or operator has been in business. It takes years of preparation and promotion to build a family child care business with a firm foundation and good reputation.

Entry Level Salary: \$15,000–\$20,000
Skilled Salary: \$20,000–\$30,000
Professional Salary: \$30,000–\$40,000

Setting

- Family child care home

Note: A person who provides child care in the child's home is generally referred to as a nanny and only receives payment through parent fees. It is important to note that the Kansas Department of Health and Environment (KDHE) does not regulate nanny care.



Family Child Care Helper or Assistant

- Duties are similar to the owner/operator
- Generally works in a family child care home

Recommended Education

Entry Level:

- Pursuing Child Development Associate Credential (CDA)

Skilled Level:

- Child Development Associate Credential (CDA)
- ECAAP (Early Childhood Associate Apprenticeship Program) Apprenticeship Certificate of Completion

Professional Level:

- Pursuing Associate or Bachelor degree in an early childhood related field

Typical Salary Range

Entry Level Salary: \$5,000–\$10,000
Skilled Salary: \$10,000–\$20,000
Professional Salary: \$20,000–\$30,000

Setting

- Family child care home

Child Care Center Administrator or Director

- Recruits, screens, trains, supervises, and evaluates staff and volunteers
- Ensures adherence to federal and state employment laws and regulations
- Establishes an organizational culture where staff and volunteers feel valued, competent, and safe
- Manages all program resources (records, financial, personnel, time) effectively
- Collaborates with families in their child's learning, development, and well-being
- Meets financial obligations, including paying teachers and other staff
- Develops a fiscal business plan to reflect the program's mission, philosophy, and financial position
- Implements strategies to promote the value of the program within the community

Recommended Education

The amount of education that is necessary in order to be a child care center director depends on the size of the facility. The following criteria are a general outline.

Entry Level:

- Child Development Associate Credential (CDA) working toward Associate or Bachelor degree in an early childhood related field
- Early Childhood Education One-Year Certificate
- ECAAP (Early Childhood Associate Apprenticeship Program) Apprenticeship Certificate of Completion

Skilled Level:

- Associate or Bachelor degree in an early childhood related field with one year experience as a child care center director or assistant director in a licensed facility
- Kansas Early Childhood Director Credential

Professional Level:

- Bachelor degree or higher in an early childhood related field with 5 or more years experience
- Kansas Early Childhood Director Credential

Typical Salary Range

Entry Level Salary: \$30,000–\$40,000
 Skilled Salary: \$40,000–\$50,000
 Professional Salary: \$50,000–\$60,000

Settings

- After school program
- Business supported/operated child care program
- Child care center
- Head Start and Early Head Start
- Pre-Kindergarten program
- Private preschool

Child Care Center Assistant Director

- Follows regulations or policies regarding health and safety, including emergency, illness, and injury procedures
- Participates in leadership and advocacy opportunities within the profession
- Assists director in meeting responsibilities

Recommended Education

Entry Level:

- Child Development Associate credential (CDA)
- Pursuing an Associate degree in an early childhood related field
- Associate degree in an early childhood related field with less than one year experience
- ECAAP (Early Childhood Associate Apprenticeship Program) Apprenticeship Certificate of Completion

Skilled Level:

- Early Childhood Education One-Year Certificate
- Associate degree in an early childhood related field with 2 to 5 years experience

Professional Level:

- Associate or Bachelor degree in an early childhood related field with 5 or more years of experience

Typical Salary Range

Entry Level Salary: \$25,000–\$30,000
 Skilled Salary: \$30,000–\$40,000
 Professional Salary: \$40,000–\$45,000

Settings

- After school program
- Business supported/operated child care program
- Child care center
- Head Start and Early Head Start
- Pre-Kindergarten program
- Private preschool



Teacher

- Recognizes that each child learns and develops through experience and active participation
- Creates a developmentally appropriate learning environment
- Promotes safe practices for children
- Models healthy lifestyle practices
- Plans experiences to promote nutrition and healthy eating practices
- Develops and maintains positive communication with families
- Improves teaching and learning through professional work habits
- Implements principles of teamwork in interactions with peers, support staff, volunteers, supervisors, and other professionals

Recommended Education

Entry Level:

- Child Development Associate Credential (CDA)
- Early Childhood Education One-Year Certificate
- ECAAP (Early Childhood Associate Apprenticeship Program) Apprenticeship Certificate of Completion
- Pursuing an Associate or Bachelor degree in an early childhood related field

Skilled Level:

- Associate or Bachelor degree in an early childhood related field with less than one year experience
- Child Development Associate Credential (CDA) Credential with one year experience

Professional Level:

- Associate, Bachelor, or Master degree in an early childhood related field with one or more years experience

Typical Salary Range

Teachers work a wide range of hours based on the needs of the program. The majority of teachers work 40 to 50 hours per week, while others work only a few hours a week. The difference in hours and level of education creates a wide salary range. The average hourly wage is approximately \$9.50.

Entry Level Salary: \$10,000–\$20,000
 Skilled Salary: \$20,000–\$30,000
 Professional Salary: \$30,000–\$40,000

Settings

- Business supported/operated child care program
- Child care center
- Head Start and Early Head Start
- Pre-Kindergarten program
- Private preschool

Assistant Teacher

- Is aware of basic benchmarks for growth and development
- Assists teacher with the collection of information about each child's growth, development, and learning
- Works effectively with peers, support staff, volunteers, supervisors, and other professionals

Recommended Education

Entry Level:

- Pursuing Child Development Associate Credential (CDA)

Skilled Level:

- Early Childhood Education One-Year Certificate
- Pursuing Associate or Bachelor degree in an early childhood related field with 2 to 3 years experience

Professional Level:

- Child Development Associate Credential (CDA)
- Early Childhood Education One-Year Certificate
- Associate or Bachelor degree in an early childhood related field with 3 or more years experience

Typical Salary Range

Assistant teachers work a wide range of hours based on the needs of the program. The majority of Assistant teachers work 30 to 40 hours per week, while others work only a few hours a week. The difference in hours and level of education creates a wide salary range. The average hourly wage is approximately \$8.00.

Entry Level Salary: \$5,000–\$15,000
 Skilled Salary: \$15,000–\$25,000
 Professional Salary: \$25,000–\$30,000

Settings

- Business supported/operated child care program
- Child care center
- Head Start or Early Head Start
- Pre-Kindergarten program
- Private preschool

Substitute Teacher

- Performs to many of the same duties of a teacher or assistant teacher
- On call as a temporary replacement for teacher or assistant teacher

Recommended Education

Entry Level:

- Child Development Associate Credential (CDA)

Skilled Level:

- Early Childhood Education One-Year Certificate
- ECAAP (Early Childhood Associate Apprenticeship Program) Apprenticeship Certificate of Completion

Hourly Wage

Range: \$8.00-\$11.20 per hour

Settings

- All early childhood settings



Home Visitor

- Recognizes that each child learns and develops through experience and active participation
- Shares information with families about the impact of learning activities on development
- Recognizes that families influence children's interests, abilities, and development
- Identifies and uses community resources to support and assist children and families

Recommended Education

Entry Level:

- Home Visitor Child Development Associate Credential (CDA) with at least one year of experience
- Associate degree in an early childhood related field with 2 to 3 years of experience

Skilled Level:

- Bachelor degree in an early childhood related field with 3 to 5 years of experience

Professional Level:

- Bachelor or higher degree in an early childhood related field with 5 or more years experience
- Additional advanced coursework

Typical Salary Range

Entry Level Salary: \$20,000–\$30,000

Skilled Salary: \$30,000–\$35,000

Professional Salary: \$35,000–\$40,000

Settings

- Head Start and Early Head Start
- Health departments
- Healthy Families America
- Non-profit organization
- Parents As Teachers
- Part B/Part C facility
(provides services for children with special needs)

Early Childhood Specialist

- Promotes continuous, collaborative learning
- Promotes advocacy for children and the profession
- Provides resources to child care professionals for professional growth
- References best practice to help child care professionals enhance quality
- Builds collaborative relationships with community partners and early education programs
- Recruits prospective child care professionals
- Participates in a professional association

Recommended Education

Entry Level:

- Associate degree in an early childhood related field with 3 to 5 years experience

Skilled Level:

- Bachelor degree in an early childhood related field with 2 to 5 years of experience

Professional Level:

- Master degree in an early childhood related field with 5 or more years experience
- Additional advanced coursework

Typical Salary Range

Entry Level Salary: \$24,000–\$28,000
Skilled Salary: \$28,000–\$31,000
Professional Salary: \$31,000–\$35,000

Settings

- Child care resource and referral agency (CCR&R)
- Government agency
- Head Start/Early Head Start
- Non-profit organization
- Parents As Teachers
- Professional association



Child Care Referral Counselor

- Helps families learn about the various types of child care
- Shares information with families about the impact of learning activities on development
- Collaborates and plans with other professionals and community partners to meet the needs of children and families

Recommended Education

Entry Level:

- Associate degree in an early childhood related field with 2 years experience

Skilled Level:

- Bachelor degree in an early childhood related field with 2 to 5 years experience

Professional Level:

- Bachelor degree in an early childhood related field with 5 or more years experience
- Additional advanced coursework

Typical Salary Range

Entry Level Salary: \$25,000–\$27,000
Skilled Salary: \$27,000–\$30,000
Professional Salary: \$30,000–\$32,000

Settings

- Child care resource and referral agency (CCR&R)
- Non-profit organization

Professional Development Coordinator

- Advocates for best practices in child and youth development to families, administrators, colleagues, and the community
- Engages in continuous, collaborative professional development for the benefit of self and others
- Develops and implements a professional development plan for an agency
- Creates professional development opportunities for others
- Evaluates and secures resources for ongoing professional development within community
- Creates partnerships for local and statewide training

Recommended Education

Entry Level:

- Associate degree in an early childhood related field with 3 to 5 years of experience
- Bachelor degree in an early childhood related field with less than one year of experience

Skilled Level:

- Bachelor degree in an early childhood related field with 2 to 5 years of experience

Professional Level:

- Bachelor degree in an early childhood related field with 5 or more years of experience
- Additional advanced coursework

Typical Salary Range

Entry Level Salary: \$25,000–\$30,000

Skilled Salary: \$30,000–\$35,000

Professional Salary: \$35,000–\$40,000

Settings

- Child care resource and referral agency (CCR&R)
- Community agency
- Foundation
- Government agency
- Non-profit organization
- Public agency

Professional Development Trainer

- Encourages and empowers others to engage in and continue early childhood education
- Utilizes techniques to promote transfer of learning for classroom staff
- Understands adult learning and effective teaching strategies
- Serves as an expert in subjects being taught
- Integrates information on growth, development, learning patterns, diverse abilities, multiple intelligences and shows how to apply it to early childhood
- Promotes continuous, collaborative learning
- Advocates for programs and policies that impact the overall quality of services for children and families

Recommended Education

Entry Level:

- Associate degree in an early childhood related field with 3 to 5 years experience
- Bachelor degree in an early childhood related field with less than one year of experience

Skilled Level:

- Bachelor degree in an early childhood related field with 2 to 5 years of experience

Professional Level:

- Bachelor degree or higher in an early childhood related field with 5 or more years experience
- Additional advanced coursework

Typical Salary Range

Entry Level Salary: \$25,000–\$30,000

Skilled Salary: \$30,000–\$35,000

Professional Salary: \$35,000–\$40,000

Settings

- Child care resource and referral agency (CCR&R)
- Community agency
- Corporations or for-profit companies
- County/State department of social services or education
- Government agency
- Health care agency
- Mental health agency
- Non-profit organization
- Professional association

Technical Assistance Specialist/Coach

- Supports early childhood programs in the development of goals
- Provides support to early childhood professionals that encourages ongoing self-reflection, self-assessment, and problem-solving strategies
- Provides support to early childhood programs to integrate information on growth and development, learning patterns, diverse abilities, and multiple intelligences and applies to practice
- References best practice to encourage early childhood programs in shaping actions and interventions
- Identifies successes and strengths of programs to help promote best practice

Recommended Education

Entry Level:

- Associate degree in an early childhood related field with 3 to 5 years experience
- Bachelor degree in an early childhood related field with less than one year of experience

Skilled Level:

- Bachelor degree in an early childhood related field with 2 to 5 years experience

Professional Level:

- Bachelor or higher degree in an early childhood related field with 5 or more years experience
- Additional advanced coursework

Typical Salary Range

Entry Level Salary: \$25,000–\$30,000

Skilled Salary: \$30,000–\$32,000

Professional Salary: \$32,000–\$35,000

Settings

- Child care resource and referral agency (CCR&R)
- Non-profit organization
- Private organization



Licensing Surveyor

- Visits programs to assess their compliance with standards
- Ensures adherence to appropriate local, state and/or federal regulations
- Provides technical assistance and training to program staff to help them meet requirements
- Understands child development and implements appropriate early childhood activity plans
- Knowledgeable about resources to support families, children, and program needs

Recommended Education

Entry Level:

- Associate degree in an early childhood related field with 3 to 5 years experience
- Bachelor degree in an early childhood related field with less than one year of experience

Skilled Level:

- Bachelor degree in an early childhood related field with 2 to 5 years experience

Professional Level:

- Bachelor degree in an early childhood related field with 5 or more years experience
- Additional advanced coursework

Typical Salary Range

Entry Level Salary: \$30,000–\$35,000

Skilled Salary: \$35,000–\$40,000

Professional Salary: \$40,000–\$45,000

Settings

- Health department
- Government agency
- Contractor

Consultant/Contractor

- Recognizes the individual needs of all learners and realizes variations in children's strengths, needs, prior knowledge and experiences, learning styles, and multiple intelligences impact learning
- Demonstrates effective organizational and time management skills
- Explains current theory, research, and policy on program planning and evaluation to peers, families, the public through articles, parent meetings, and conference presentations
- Understands adult learning and effective teaching strategies
- Works effectively with peers, support staff, volunteers, supervisors, and other professionals
- Establishes positive community relationships through ongoing communication with community partners and volunteers

Recommended Education

Entry Level:

- Associate degree in an early childhood related field with 3 to 5 years experience
- Bachelor degree in an early childhood related field with less than one year of experience
- Bachelor degree in Business Administration with a minimum of 18 credits in Early Childhood Education/Child Development

Skilled Level:

- Bachelor degree in an early childhood related field with 2 to 5 years experience

Professional Level:

- Bachelor or Master degree in an early childhood related field with 5 or more years experience
- Additional advanced coursework

Typical Salary Range

Entry Level Salary: \$30,000–\$35,000
 Skilled Salary: \$35,000–\$45,000
 Professional Salary: \$45,000–\$50,000

Settings

- Child care resource and referral agency (CCR&R)
- Government agency
- Head Start and Early Head Start
- Self-employed

Project Coordinator

- Demonstrates the ability to strengthen the program's team of peers, support staff, volunteers, supervisors, and other professionals
- Implements principles of teamwork in interactions with peers, support staff, volunteers, supervisors, and other professionals
- Advocates for programs and policies that impact the overall quality of services for children and families
- Participates in leadership and advocacy opportunities within the profession
- Demonstrates strong written, oral communication skills
- Participates in program and community activities designed to educate the public about quality early childhood education

Recommended Education

Entry Level:

- Bachelor degree in an early childhood related field or Business Administration degree with a minimum of 18 credits in Early Childhood Education/Child Development with less than one year experience

Skilled Level:

- Bachelor degree in an early childhood related field or Business Administration degree with a minimum of 18 credits in Early Childhood Education/Child Development with 2 to 5 years experience

Professional Level:

- Master degree in an early childhood related field or Business Administration degree with a minimum of 18 credits in Early Childhood Education/Child Development with 5 or more years experience
- Additional advanced coursework

Typical Salary Range

Entry Level Salary: \$30,000–\$35,000
 Skilled Salary: \$35,000–\$40,000
 Professional Salary: \$40,000–\$45,000

Settings

- Child care resource and referral agency (CCR&R)
- Community organization
- Corporation
- Government agency
- Local agency
- Non-profit organization

Program Director

- Demonstrates the ability to strengthen the program's team
- Recruits, screens, trains, supervises, and evaluates staff and volunteers
- Establishes an organizational culture where staff and volunteers feel valued, competent, and safe
- Advocates for programs and policies that impact the overall quality of services for children and families
- Develops a fiscal business plan to reflect the program's mission, philosophy, and financial position
- Applies, evaluates, and shares knowledge and resources to further understand and promote program planning, evaluation, and marketing

Recommended Education

Entry Level:

- Bachelor degree in an early childhood related field or Business Administration degree with a minimum of 18 credits in Early Childhood Education/Child Development with less than one year experience

Skilled Level:

- Bachelor or Master degree in an early childhood related field or Business Administration degree with a minimum of 18 credits in Early Childhood Education/Child Development with 2 to 5 years experience

Professional Level:

- Master or Doctorate degree in an early childhood related field or Business Administration degree with a minimum of 18 credits in Early Childhood Education/Child Development with 5 or more years experience

Typical Salary Range

Entry Level Salary: \$35,000–\$41,000
 Skilled Salary: \$41,000–\$46,000
 Professional Salary: \$46,000–\$52,000

Settings

- Child care resource and referral agency (CCR&R)
- Local agency
- Government agency
- Non-profit organization

Family Specialist/Counselor

- Develops partnerships with families to support children's learning, development, and well-being
- Shares information with families about the impact of learning activities on development
- Provides early childhood information and resources to families
- Advocates for the families as they seek council and/or services
- Connects families with parenting materials, websites, support groups, and community resources specific to their needs
- Collaborates with service providers and other family specialists/counselors in the community to ensure that families get needed services

Recommended Education

Entry Level:

- Associate degree in an early childhood related field with 1 to 2 years of experience

Skilled Level:

- Bachelor degree in an early childhood related field with 3 to 5 years of experience

Professional Level:

- Bachelor or Master degree in an early childhood related field with 5 or more years experience

Typical Salary Range

Entry Level Salary: \$35,000–\$40,000
 Skilled Salary: \$40,000–\$45,000
 Professional Salary: \$45,000–\$50,000

Settings

- Corporation
- Government agency
- Head Start or Early Head Start
- Healthy Families
- Non-profit organization
- Parents as Teachers

Early Intervention Specialist

- Knowledge of services including: speech, occupational and physical therapies, audiology, special instruction, and family training
- Knowledgeable about environments and learning experiences that value, affirm, and respect each child's diverse needs and abilities

Recommended Education

Entry Level:

- Bachelor degree in an early childhood related field, mental health, or special education with 2 to 3 years experience working with children with special needs

Skilled Level:

- Bachelor degree in an early childhood related field, mental health and/or special education with 3 or more years experience working with children with special needs
- Advanced coursework, training, or certification in special needs

Professional Level:

- Master degree in an early childhood related field, mental health, or special education with 1 or more years experience working with children with special needs
- Advanced coursework, training, or certification in special needs

Typical Salary Range

Entry Level Salary: \$40,000–\$45,000
Skilled Salary: \$45,000–\$50,000
Professional Salary: \$50,000–\$60,000

Settings

- Community agency
- Government agency
- Local Interagency Coordinating Council



Post-Secondary Instructor

- Utilizes techniques to promote transfer of learning for classroom staff
- Applies, evaluates, and shares knowledge and resources to further understand and improve learning environments, teaching, and curricula
- Understands adult learning, utilizes effective teaching strategies, and is knowledgeable about subject matter
- Integrates information on growth, development, learning patterns, diverse abilities, multiple intelligences and knows how to apply to early childhood practice

Recommended Education

Entry Level:

- Master degree in an early childhood related field

Skilled Level:

- Master degree in an early childhood related field with 1 to 5 years experience
- Additional advanced coursework in early childhood

Professional Level:

- Master or Doctorate degree in an early childhood related field with 5 or more years experience

Typical Salary Range

Entry Level Salary: \$40,000–\$50,000
Skilled Salary: \$50,000–\$60,000
Professional Salary: \$60,000–\$80,000

Settings

- Community college
- On-line college
- Technical college
- University

Researcher/Analyst

- Conducts research and evaluates services that impact the outcomes for young children and families
- Uses knowledge of practices and policies to shape the early childhood profession
- Explains how government policies affect early childhood care and education
- Analyze studies to show the potential impact on children and families
- Evaluates impact of previous and proposed research
- Explores funding options for further education, such as scholarships, grants, and loans
- Works with funding entities, government agencies, and the academic community to address issues related to recruitment, compensation, and retention
- Possesses knowledgeable outreach, research, data analysis and grant writing skills

Recommended Education

Entry Level:

- Master degree in an early childhood related field with additional advanced coursework in early childhood education

Skilled Level:

- Master degree in an early childhood related field with additional advanced coursework in early childhood education
- Pursuing Doctorate degree

Professional Level:

- Doctorate degree in an early childhood related field with knowledge of and experience in early childhood education

Typical Salary Range

Entry Level Salary: \$50,000–\$60,000
 Skilled Salary: \$60,000–\$65,000
 Professional Salary: \$65,000–\$70,000

Settings

- Community college
- Government agency
- Non-profit organization
- University

Early Childhood Program Officer

- Works with other staff, consultants and funders to determine specific priorities and outcomes desired from grant and/or special funding initiatives
- Knows, understands, and explains the multiple influences on development and learning
- Provides assistance to organizations and individuals requesting information or advice about resource development, program development and/or non-profit management issues
- Demonstrates strong written and oral communication skills

Recommended Education

Entry Level:

- Master degree in an early childhood related field, Public Policy, and/or Business Management with 5 years experience in public policy and program development in early childhood

Skilled Level:

- Master or Doctorate degree in an early childhood related field, Public Policy, and/or Business Management with 5 to 10 years experience in public policy and program development in early childhood

Professional Level:

- Master or Doctorate degree in an early childhood related field Public Policy, and/or Business Management with 10 or more years experience in early childhood
- Background of progressively responsible leadership positions in public, private or non-profit organizations, with experience in public policy and program development in early childhood

Typical Salary Range

Entry Level Salary: \$70,000–\$75,000
 Skilled Salary: \$75,000–\$80,000
 Professional Salary: \$80,000–\$90,000

Settings

- Community agency
- Foundation
- Government agency
- Local agency
- Non-profit organization

Updated References!

Please replace page 15 with this updated list of resources.

Associate and Bachelor Degree Programs

Associate Degree 2-Year Programs

The following colleges offer coursework leading to diplomas, certificates, or credentials in areas such as special education, child care administration, school-age care, and infant/toddler care. They may also offer coursework towards the Child Development Associate (CDA) Credential offered through the Council for Professional Recognition (see below).

Courses vary by institution.

Allen Community College

620-365-5116, Ext. 268 • www.allencc.edu

Barton Community College

800-722-6842 • www.bartonccc.edu

Butler Community College

800-794-0188 • www.butlercc.edu

Cloud County Community College

800-729-5101 • www.cloud.edu

Colby Community College

888-634-9350 • www.colbycc.edu

Cowley College

620-442-5303 • www.cowley.edu

Dodge City Community College

800-367-3222 • www.dc3.edu

Hesston College

800-995-2757 • www.hesston.edu

Highland Community College

785-442-6000 • www.highlandcc.edu

Hutchinson Community College

888-464-8824, Ext. 3535 • www.hutchcc.edu

Independence Community College

800-842-6063 • www.indycc.edu

Johnson County Community College

913-469-8500 • www.jccc.edu

Kansas City Kansas Community College

913-334-1100 • www.kckcc.edu

Labette Community College

888-522-3883, Ext. 1225 • www.labette.edu

Neosho County Community College

800-729-6222 • www.neosho.edu



Bachelor Degree 4-Year Programs

Emporia State University

877-468-6378 • www.emporia.edu

Fort Hays State University

800-628-3478 • www.fhsu.edu

Kansas State University

800-432-8270 • www.k-state.edu

Newman University

877-639-6268 • www.newmanu.edu

Park University

816-584-6215 • www.park.edu

Pittsburg State University

800-854-7488 • www.pittstate.edu

Southwestern College

800-846-1543 • www.sckans.edu

University of Kansas

888-686-7323 • www.ku.edu

University of Saint Mary

913-345-8288 • www.stmary.edu

Washburn University

800-332-0291 • www.washburn.edu

Wichita State University

800-362-2594 • www.wichita.edu

Child Development Associate (CDA) Credential

Council for Professional Recognition

800-424-4310 • www.cdacouncil.org

Graduate Degree Programs

Emporia State University
877.468.6378 • www.emporia.edu

Kansas State University
785.532.6250 • www.ksu.edu

University of Kansas (Special Education Program)
785.864.4342 • www.ku.edu

To learn more about graduate degree programs go to www.gradschools.com or www.usastudyguide.com

Early Childhood Associate Apprenticeship Program

Early Childhood Associate Apprenticeship Program (ECAAP) graduates obtain 20 hours of early childhood college credit and 2 years of documented work experience. Through ECAAP, Apprentices obtain both the Child Development Associate (CDA) and the Apprenticeship Certificate of Completion. Both are nationally recognized certificates that attest to the apprentice's achievement and abilities.

ECAAP partners with community colleges across Kansas. These colleges have tailored their curricula and service delivery to meet the needs of child care businesses.

To learn more about ECAAP go to www.kansasecaap.org

Online Options

Distance learning options are provided by a diverse set of institutions and agencies. The self-assessments listed below will help you determine if this learning option is right for you (weblinks active as of publication date).

- Distance Learning Self-Assessment, Early Childhood Learning and Knowledge Center
<http://eclkc.ohs.acf.hhs.gov/hslc/resources>
(click on > Individual Development, then choose "Distance Learning Self-Assessment.")
- Self-Evaluation for Potential Online Students, Illinois Online Network
<http://www.ion.uillinois.edu/resources/tutorials/pedagogy/selfEval.asp>



Community-Based Training

Often individuals seeking to become early childhood professional, and those currently in the industry need a specific knowledge and skill to supplement their professional child care knowledge.

Local communities can help those seeking additional training opportunities.

Examples of where trainings can be found:

- Child care resource and referral agency (CCR&R)
- College/University
- Local Health Department
- Smart Start (not available in all counties)
- Vocational High School program

Grants and Scholarships

When planning to attend college courses check with the financial aid office at the college or university. They will know what grants and scholarships are available to you.

Find grants and scholarships:

- Through local civic clubs and community service organizations
- Search the internet to find what's available in your local community
- Check with your employer

Free Application for Federal Student Aid (FAFSA)

- The application process opens on January 1 of each year. Apply as soon as possible! You and your family's federal income tax for the prior year must have been computed
- Cost of Attendance – Expected Family Contribution = Financial Need
- The EFC (Expected Family Contribution) is used to calculate your need and eligibility
- The FAFSA results will determine if you are eligible for additional scholarships, Pell Grants or other grants and student loans
- The FAFSA application is time consuming to complete BUT the results can be quite beneficial

For more information on FAFSA or to complete the application go to www.fafsa.ed.gov or speak with a financial aid officer at the college you are attending or plan to attend. The process can be overwhelming so be sure to use the college as a resource!



Student Loans

Student loans should be the last type of financial aid you explore because unlike grants, they must be paid back. If you qualify for a student loan, information will be indicated on your Student Aid Report (SAR) that is received after you file a FAFSA.

Your school's financial aid office should be able to help you begin your search.

Child Care Provider Loan Forgiveness Program

Eligibility Requirements:

- New borrower having earned an Associate or Bachelor degree in early childhood education
- Work full-time for two consecutive years as a provider in a qualifying child care facility serving a low income community (a regulated child care center or home, and a child care program where 70% of families earn less than 85% of state median income)

Loan Forgiveness information:

- Only loans made after Oct 7, 1998 are eligible
- Subsidized and unsubsidized Federal Stafford Loans are eligible
- Direct subsidized and unsubsidized loans are eligible
- Perkins Loans are NOT eligible

Amount of forgiveness:

- Up to 100% of a borrower's outstanding balance
- 20% following the first two consecutive years of service
- 20% following three consecutive years of service
- 30% following each of the fourth and fifth consecutive years of service

Qualifying programs include:

- Regulated child care center or home
- A child care program where 70% of families earn less than 85% of state median income

Contact Information:

- <http://studentaid.ed.gov/PORTALSWebApp/students/english/childcare.jsp?tab=repaying>
- Speak with a financial aid officer at the college

T.E.A.C.H. Early Childhood® Kansas

The T.E.A.C.H. Early Childhood® Kansas (Teacher Education and Compensation Helps) project is an educational scholarship opportunity for staff working in child care centers and family child care homes. T.E.A.C.H. links education, compensation and commitment to improving the quality of early childhood care and education programs for children.

For additional information go to www.ks.childcareaware.org

Child Care WAGE\$® Kansas

The Child Care WAGE\$® KANSAS project provides education-based salary supplements to low-paid teachers, directors and family child care providers working with children between the ages of 0-5. The project is designed to provide preschool children more stable relationships with better educated teachers by rewarding teacher education and continuity of care.

For additional information go to www.ks.childcareaware.org

Additional Links

- Financial Aid Home Page, www.finaid.org
- Federal Student Aid, www.fafsa.ed.gov
- National Student Loans, www.nsls.ed.gov
- Scholarship search, www.fastweb.com
- Loans and scholarship information, www.salliemae.com
- Financial aid and scholarship information, www.collegeboard.org
- U.S. Department of Education, Office of Postsecondary Education, www.ed.gov/about/offices/list/ope/



Methodology

It is important to note that the “Recommended Education” sections are not the same as required education level. All education standards meet KDHE standards (a majority are above the mandatory requirements). Recommendations are designed to help individuals gain access to higher education, complete degrees, and earn a higher salary. These recommendations “are seen as a strategy to address persistent workforce challenges around recruitment, retention, ethnic and racial stratification, and an inadequate leadership” (Center for the Study of Child Care Employment).

Salary ranges were determined using a combination of current Kansas job listings, Kansas Department of Labor statistics, and data gathered by Child Care Aware® of Kansas. Direct Service Career salaries are determined by several factors such as job expectations, career advancement, work environment, and the level of education and experience of the provider.

Glossary

Child Care Centers focus on the needs of families and communities. Some centers care for specific age groups, while others have specific hours of operation or have a faith-based emphasis. Centers can have before and after-school programs, as well as summer care. Centers must be licensed in Kansas. Centers are generally funded by parent fees and other community support such as churches, employers or charitable organizations. Parents may receive government benefits based upon income to pay for child care fees.

Child care resource and referral (CCR&R) agencies promote child care quality by offering trainings, technical assistance, and professional development to child care professionals. Families calling a CCR&R can expect to receive information on choosing care, a list with a variety of settings including family child care homes, child care centers, and SRS contracted facilities.

Child Development Associate (CDA) Credential is an internationally recognized early child care credential administered through the Council for Professional Recognition in Washington, D.C. The credential identifies basic competencies (skills) needed to provide care. The CDA represents an evaluation of the practitioner's skills based on national standards. Certificates are earned in several settings including center-based, either infant/toddler or preschool endorsements, family child care, home visitor and bilingual.

Direct Service Careers include careers where practitioners are responsible for the direct care of children. These careers should require education and experience in an early childhood related field, but these are not required in all settings (such as family child care homes).

Kansas Early Childhood Director Credential provides center directors with a measure of achievement and quality. The credential is voluntary and exceeds what is required by state licensing regulations. Two levels are offered: provisional and full. Both levels require candidates to demonstrate competency in the areas of early childhood education, child development, leadership, management, and professional

contributions.

Early Childhood Education Workforce includes those working with young children (infants, toddlers, preschoolers, and school-age children in centers, homes, and schools) and their families, including agencies, organizations, institutions of higher education, with a primary mission of supporting young children's development and learning.

Early Childhood Related Field can include a degree in Child Care Administration, Child Development, Child Psychology, Human Service, Family and Consumer Science, or Youth Development.

Early Childhood Education One-Year Certificate is a certificate that recognizes individuals with practical skills in the field of child care, and prepares them to assist, teach, or manage a child care facility or preschool facility. This vocationally-oriented program includes 30 college credit hours in early childhood development, and basic skills areas in spelling, math, writing and interpersonal communications. An individual earning a certificate may progress to an Associate degree.

Family Child Care Homes are settings for children in the owner/operator's own home. It is important they are licensed and regulated by the Kansas Department of Health and Environment (otherwise they are illegal). Ratios of adults to children are based on children's ages. Family child care homes have smaller numbers of children for families wanting a more home-like setting. Funding can come from parent fees or government benefits based upon parents' income.

Head Start/Early Head Start programs provide comprehensive services to economically disadvantaged children and families. Early Head Start programs serve children from birth to three years. Head Start programs serve three and four year olds. The programs promote school readiness by enhancing health, nutrition, parenting skills, and social and cognitive development of children. Parent involvement is a requirement, and help is given to parents toward educational, literacy and employment goals. Head Start

and Early Head Start are supported by state and federal funding.

In-Home Care is not regulated by the State of Kansas, and not subject to minimum health and safety standards. In-home caregivers may or may not be related to the children in care and care for children in the child's own home. Nannies provide care to the children of a single family in the family's home. Parent fees are the source of funding.

Preschool Programs offer care and education specifically to children ages 2 to 5 years. Hours of operation are typically shorter than center-based or family child care homes, and are only available 2 to 3 days a week. Funding is from parent fees, the tax base of local school districts, community organizations, employers, and charitable or other faith-based organizations.

Public Pre-Kindergarten (Pre-K) offers care to children ages 3 to 5 year old. Services vary based on the program's target population and hours of operation. Care may be in a public school, non-profit, for-profit, or private facility. Some programs provide after-school care. Funding is provided by state government and the tax base of local school districts. There may be a sliding fee scale based upon parents' income.

Supportive Service Careers include careers that support the development, regulation, and guidance of early childhood agencies and professionals. These careers may or may not require a degree in an early childhood related field. Examples include licensing surveyors, college or university faculty, or infant/toddler specialists.

Related Careers include careers that continuously strive to develop and improve the early childhood field through government actions, advocacy efforts, funding efforts, research and other large scale projects. These careers do not necessarily require an early childhood related degree. However, they require a great understanding of the early childhood field through experience working directly in the field.

“How can I find out more about my early childhood career options?”

“How can I plan my career working with children?”

“What education do I need to achieve my career goals?”

“Where and how can I access my education options?”

This guide provides answers to your questions about the many career choices available in the field of early childhood education.

RESOURCES:

Child Care Workers: (Teachers, Assistant Teachers, Substitute Teachers, Helper/Assistants) http://www.dol.ks.gov/lmis/doc/Kansas_Wage_Survey_2010.pdf, page 2; Child Start; Child Care Aware® of Kansas, Workforce Survey

Consultants and Professional Development Trainers & Coordinators: http://www.dol.ks.gov/lmis/doc/Kansas_Wage_Survey_2010.pdf, page 2; Child Care Aware® of Kansas Quality Assurance

Education Administrators, Preschool & Child Care: (Directors, Assistant Directors, Owner/Operator of Family Child Care Facility): http://www.dol.ks.gov/lmis/doc/Kansas_Wage_Survey_2010.pdf, page 2; Child Care Aware® of Kansas, Workforce Survey

Teachers, Post-secondary: http://www.dol.ks.gov/lmis/doc/Kansas_Wage_Survey_2010.pdf, page 2

Family Specialists and Counselors: http://www.dol.ks.gov/lmis/doc/Kansas_Wage_Survey_2010.pdf, page=2; Child Care Aware® of Kansas Quality Assurance

Licensing Surveyor: Kansas Department of Health and Environment Career Website

Program Directors, Project Coordinators and Program Officers: Child Care Aware® of Kansas Quality Assurance; http://www.dol.ks.gov/lmis/doc/Kansas_Wage_Survey_2010.pdf, page 2

Researchers/Analysts: http://www.dol.ks.gov/lmis/doc/Kansas_Wage_Survey_2010.pdf, page 2

Technical Assistance Specialist and Coaches: Child Care Aware® of Kansas Quality Assurance; Child Care Aware® of Northeast & North Central Kansas job advertisement



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