

Career Pathways Level Model

Overview

The Career Pathways Level (CPL) model provides a common, point based system for all Ohio early care and education and afterschool professionals to quantify their professional growth and accomplishments to define and assist with professional advancement. A professional's CPL is assigned using a calculation containing formal education, experience, and current credentials. Total points achieved determine one of six professional levels.

CPL points are calculated by the Ohio Professional Registry (OPR) and maintained in a professional's profile. When a credential or certificate expires, CPL points will be recalculated and a professional's CPL level adjusted. It is the responsibility of the professional to submit updated documentation to the OPR for verification when a credential or certificate is renewed in order for points for that credential or certificate to be included in the CPL total point value.

Point Calculation

Formal Education points are broken into Early Childhood Education (ECE)/Related Degrees and Unrelated Degrees. Points are awarded for the highest degree achieved. All coursework must be completed at an accredited institution of higher education.

- **Early Childhood Education/Related Degree** includes a degree in Early Childhood Education or a degree in an approved related field including:

Child Development	Family Studies
Human Ecology	Human Development
Child and Family Community Studies	Elementary Education
School Counselor	Middle or Secondary Education
Physical Education	Elementary Intervention
Early Intervention- ECE or Special Education	Psychology and Recreation Management degree if 12 semester or 18 quarter hours of child development coursework, with a grade of C or better or pass

- **Unrelated Degree** includes any degree other than those listed above.

Experience includes a full year (12 months) worked in the field:

- Direct work and field experiences with young children birth to 13 (individual must be at least 18 years of age when completing the work or field experience, unless the individual was enrolled in an Early Childhood JVS/Career Technical Education course of study at the time of completion);
- Supervision, leadership, or management of programs;
- Program coordination, development, or regulation;
- Training, instruction, or technical assistance of programs; or
- Evaluation or research in the field.

Additional Points will be awarded for the following:

- **Current Step Up To Quality (SUTQ) Professional Development (PD) Certificate.** Points are awarded based on the Tier Level achieved (1, 2, or 3), and for additional Ohio Approved (OA) professional development hours completed beyond a Tier 3;
 - *Note regarding ECE/related college coursework that is Ohio Approved: Professionals will receive OA credit for ECE/related college coursework completed at an accredited university within the biennium.*
 - *The first 30 hours of OA credit will be applied towards the professional's PD Certificate. One semester hour of college coursework is equivalent to 15 hours of OA training and one quarter hour of college coursework is equivalent to 10 hours of OA training. ECE/related college coursework must be verified through submission of an official transcript uploaded as a PDF into the professional's OPR profile.*
- **Additional Ohio Approved Hours earned beyond a Tier 3 Professional Development Certificate.** Additional hours completed above a Tier 3 Professional Development Certificate will earn .5 points towards the CPL; and
- **Current related or unrelated credential or certificate I and II, as noted on page 4.**

Appeal Process

If a professional believes that they should be placed at a different level than the one assigned in the OPR or that they meet the requirements of the Home Visiting, Service Coordinator, Early Child Mental Health or Administrator Credential, professionals may submit additional education, training, credentials or documentation to support their request to the OPR for review.

Any requests for a review or an appeal are to be submitted to appeals@occrpa.org. The OPR director, in conjunction with the applicable state agency representative, will evaluate the review/appeal request. If additional documentation is required, the OPR Director and state agency representative will evaluate documentation submitted and respond with the results of the review to the professional within 10 business days.

If after this review/appeal process the professional still believes that their CPL is incorrect or that their documents have not been verified correctly, the professional can file a formal appeal to the OPR that will be forwarded to the state agency representative on the OPR Registry Advisory Committee. Appeals forwarded to the state agency will follow the specific state agency appeal guidelines.

Career Pathways Level		
CPL Level	Min Pts	Max Pts
I	0	24
II	25	49
III*	50	74
IV*	75	99
V*	100	124
VI**	125+	

*A CPL three or higher obtained with an unrelated degree must have a minimum of a Professional Development Certificate Tier 1.

*A CPL three must have a minimum of a currently valid CDA or higher.

**A CPL six must have a minimum of a bachelor's degree in ECE/related field.

Education		
Points awarded for the highest level achieved		
Degree	Unrelated	ECE/ Related
Doctorate	110	120
Master's	85	95
Bachelor's	60	70
Associate's	45	55
CDA Credential	NA	35
Career Tech Ed. Certificate*	NA	15
High School Diploma*	10 points	

Professional Development Certificate	Points
Professional Development Certificate <i>Tier 1</i>	5
Professional Development Certificate <i>Tier 2</i>	7
Professional Development Certificate <i>Tier 3</i>	10
1 Hour Additional Ohio Approved	.5

* A high school diploma must be verified in order to receive points for a Career Technical Education Certificate or a currently valid CDA Credential.

Years of Experience	
Each full year (12 months) of experience completed in the field receives 1 point	
Additional Points	Points
Related and Unrelated Credential/Certificate I	1 or 2
Related Credential/Certificate II	.5

Credential or Certificate I	Related (2 points)	Unrelated (1 point)
Alternative Intervention Specialist License	X	
Alternative Montessori License	X	
American Montessori Associate Early Childhood Certificate	X	
American Montessori Associate Infant & Toddler Certificate	X	
American Montessori Society (AMS) Early Childhood Credential	X	
American Montessori Society Infant/Toddler Credential	X	
Association Montessori Internationale (AMI) Certification	X	
Child Life Specialist	X	
Developmental Specialist	X	
Early Childhood Home Visitor	X	
Early Childhood Mental Health Consultant	X	
Early Childhood Pk-3	X	
Early Education of the Handicapped (EEH) Validation	X	
Licensed Social Worker (LSW) or Licensed Independent Social Worker (LISW)		X
National Association for Family Child Care Accreditation	X	
Occupational Therapist (OT)		X
Occupational Therapist Assistant (OTA)		X
Ohio Administrator Credential Levels II and III	X	
Ohio Certified Prevention Specialist II		X
Ohio School Counselor	X	
Ohio Teaching License (Pk-12) (1-8) (4-9) (7-12)	X	
Permanent Non-Tax Certificate	X	
Physical Therapist		X
Physical Therapist Assistant (PTA)		X
Pre-Kindergarten Associate	X	
Pre-Kindergarten Endorsement	X	
Pre-Kindergarten Special Needs Endorsement	X	
Pre-Kindergarten Validation	X	
Program Manager of Early Childhood Home Visitor (ODH)	X	
School Psychologist	X	
Service Coordinator	X	
Speech/Language Pathologist		X
Supervisor of Early Childhood Home Visitors	X	
Supervisor of Service Coordinators	X	
Supplemental Early Childhood Intervention Specialist Pk-3	X	
Supplemental Early Childhood Pk-3	X	
Supplemental Intervention Specialist K-12	X	
Supplemental Pre-Kindergarten Endorsement	X	
Supplemental Pre-Kindergarten Special Needs Endorsement	X	

Credential or Certificate II	Related (.5 points)
Certified Parks and Recreation Professional	X
Child and Youth Care Certification	X
Educational Paraprofessional/Educational Aide	X
Military School-Age Child Care Credential	X
Ohio Administrator Credential Level I	X
Ohio Certified Prevention Specialist I	X
Parents as Teachers Foundation Certified	X
Parents as Teachers Model Certified	X
Program for Infant & Toddler Caregivers Modules I, II, III, IV, or V Certification	X

Career Pathways Model Worksheet

Education:

Degree Completion

Enter Points from the chart for the highest degree attained:

Education	Unrelated	ECE/ Related
Doctorate	110	120
Master's	85	95
Bachelor's	60	70
Associate's	45	55
CDA Credential*	NA	35
Career Technical Education Certificate*	NA	15
High School Diploma	10	

*** A high school diploma must be verified in order to receive points for a Career Technical Education Certificate or a currently valid CDA Credential.**

Credentials:

Total points for all credentials and certifications currently held

See list of credentials and certifications for point values

Training:

PD Certificate Completion (Tier 1 = 5 pts, Tier 2 = 7 pts, Tier 3 = 10 pts)

Additional OA training completed during the biennium:

One hour = .5 points

Experience:

Enter number of years worked in the field

One point per year of experience

Total Points:

Add all points together for total points

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<p>*A CPL 3 or higher obtained with an unrelated degree must have a minimum of a Professional Development Certificate Tier 1.</p> <p>**A CPL 3 must have a minimum of a currently valid CDA or higher.</p> <p>**A CPL 6 must have a minimum of a bachelor's degree in ECE/related field.</p>		

CPL Implementation each biennium: Previous biennium CPL level will be the **assessed as** CPL level for licensing and Step Up To Quality up until the time during the current biennium the new CPL level is equal to or higher than the CPL level.