

Career Pathways Level Model

Overview

The Career Pathways Level (CPL) model is a point-based calculation for all Ohio early care & education and afterschool professionals.

The CPL model calculates your highest level of completed education, current credentials, related experience, and Professional Development Tier into one of six Career Pathways levels. Licensing and Step Up To Quality will assess you at the CPL you were in the previous biennium until your current CPL is equal or higher.

You can see your CPL points by signing in to your Ohio Professional Registry (OPR) Profile.

Point Calculation

Formal Education

You will receive points for the highest level of education completed.

- The degree must be completed at an accredited institution of higher education
- Early Childhood Education/Related majors receive more points than Unrelated majors

Approved Early Childhood Education/Related majors are listed below. Majors not listed are considered Unrelated:

- 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 12semester or 18 quarter hours of child development coursework, with a grade of C or better or pass

The high school record must be verified to have an ECE Career Tech Education Certificate verified.



Credentials

You will receive points for a credential if both of the following are true:

- It is on the approved list
- It is current

Your credential's awarded points will subtract from your verified CPL points when the credential expires. You need to upload your newest credential document to keep its points.

A high school record must be verified to have a CDA verified.

Experience

You will receive one point towards your CPL for a full year of early childhood employment. Less than a year of early childhood employment will award a prorated amount.

Early childhood employment is defined as:

- Direct work and field experiences with young children birth to 13 (You must be at least 18 years of age when completing the work or field experience, unless you were 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
- Evaluation or research in the field



Professional Development - Ohio Approved (OA) Training

You will receive points for reaching a Tier 1, Tier 2, or Tier 3 on your Professional Development Certificate. If you complete more OA training hours after reaching a Tier 3, each OA hour will give you .5 point towards your CPL.

If you completed ECE/Related college coursework at an accredited university the courses may apply to your PD Certificate if your:

- Course/s were ECE/Related
- Course/s were completed in the current biennium
- Grade is a C or higher

You need to submit an official transcript for review of related coursework. One Semester hour of college coursework is equivalent to 15 hours of OA training. One Quarter hour of college coursework is equivalent to 10 hours of OA training.

Appeals Process

You may appeal your CPL Level or if your application for a Home Visitor, Service Coordinator, Early Child Mental Health, or Ohio Administrator Credential was denied.

Send an email to appeals@occrra.org and include your Name, OPIN, and additional education, training, credentials, or documentation to support your appeal. Your appeal will be reviewed by the Ohio Professional Registry Director, along with the applicable state agency representative. They will reply to you within 10 business days.

You can file a formal appeal to the OPR Registry Advisory Committee if you disagree with the appeal decision or the verification of the documents you submitted for the appeal. You can send an email to appeals@occrra.org, and the OPR Registry Advisory Committee will follow the specific state agency appeal guidelines.

Career Pathway Level (CPL) Point and Education Requirements

Career Pathway Level	Points From	Points To	Additional Education Requirement
I	0	24	No
II	25	49	No
III	50	74	Yes
IV	75	99	Yes
V	100	124	Yes
VI	125+		Yes

You must meet the following point and education requirement to be higher than a CPL II.

For a CPL III - V you must have the points shown in the chart above and meet an education requirement:

- Verified current CDA and high school or
- Verified Early Childhood Education/Related Degree or
- Verified Unrelated Degree PLUS PD Certificate Tier1

For a CPL VI you must have at least 125 CPL points and a Bachelor's degree or higher in an Early Childhood Education/Related degree.

Education Points - Points are awarded for the highest level achieved

Degree Type	Unrelated points	ECE/Related points
Doctorate	110	120
Master's	85	95
Bachelor's	60	70
Associate	45	55
CDA + High School	35	-
ECE Career Tech. Ed. Cert + High School	15	-
High School	10	-

Professional Development Certificate Tier Points

Tier number	Points
Tier 1	5
Tier 2	7 (2 additional points added to Tier 1's points)
Tier 3	10 (3 additional points added to Tier 2's points)
1 Ohio Approved (OA) hour additional over Tier 3	.5

You must take 5 additional Ohio Approved (OA) hours to move from one Tier to the next. Your required OA Professional Development hours may be prorated depending on:

- Your role and its start date
- Your employer's STAR rating and what date it became STAR rated