



**Recognizing Educators who Provide
Early Childhood and School-Age Care
for South Dakota's Children**

Table of Contents

03

Introduction

05

Pathways Requirements

06

Level Requirements

08

Applying for Pathways

09

Frequently Asked
Questions

11

Education and Training
Overview

12

Glossary

13

Resources

17

Contact Information



INTRODUCTION

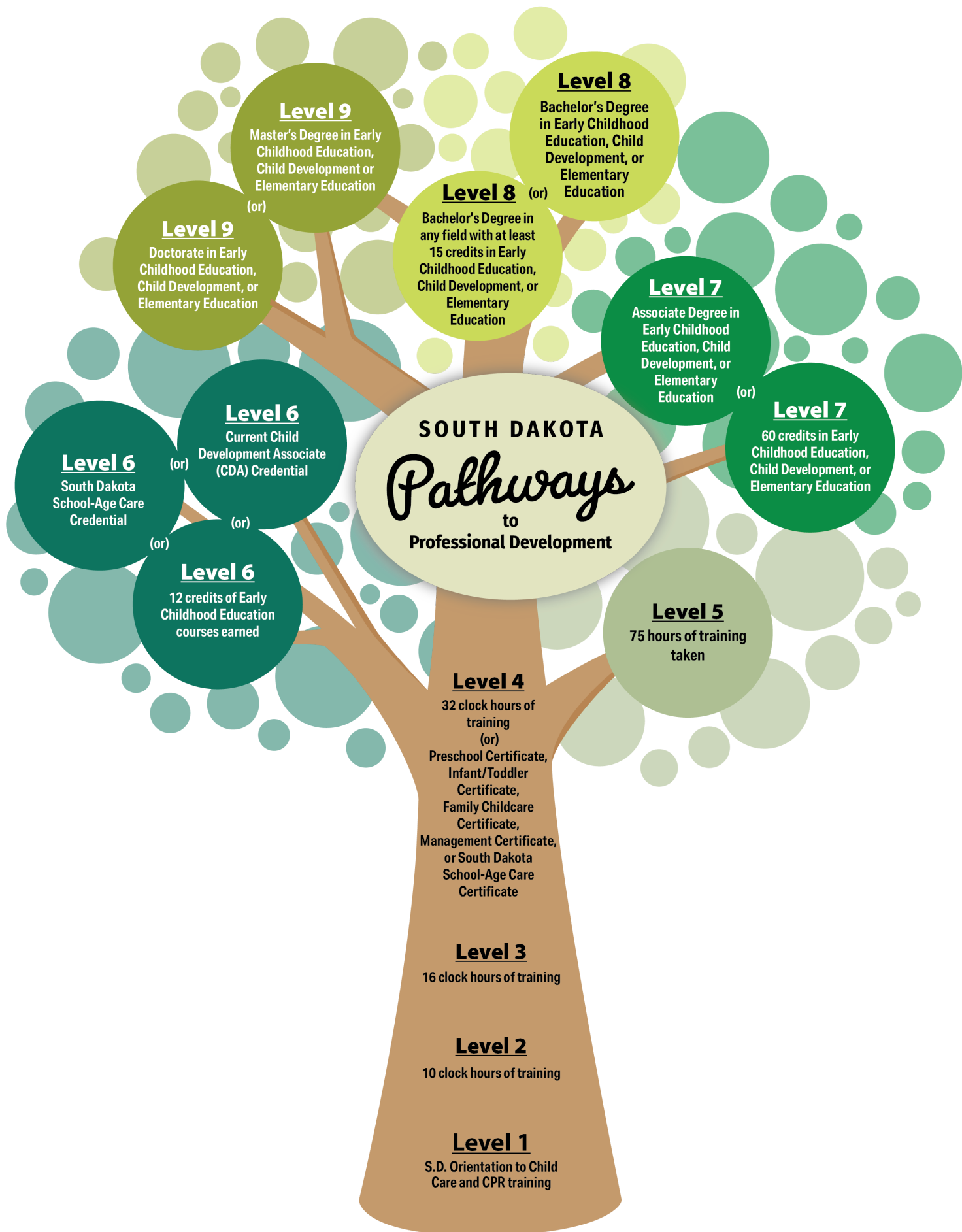
South Dakota Pathways to Professional Development (Pathways) is designed to increase the quality of care in early childhood and school-age care settings across the state by building the quality of professionals who care for and educate our children in early childhood and school-age care settings. Pathways is a tool to explore and guide professional growth and development for professionals in early childhood and school-age care settings. Pathways provides a way to formally and publicly recognize individuals who actively pursue continuing education and demonstrate a commitment to advance their knowledge and competencies in working with children birth through age 12.

Purpose of Pathways:

- To have an entry point for EVERY professional. Pathways was created to help educators plan their training, education, and career development goals so they are prepared to educate, nurture, and meet the needs of infants, children, and youth.
- To recognize educators who make a commitment to continued professional growth and development related to their work with children and youth.
- To celebrate and recognize educators. Pathways elevates awareness among parents, employers, and the community of the important roles that early childhood and school-age care educators play within communities across South Dakota.
- To develop knowledgeable and well-trained educators who see professional development as the key to opportunity. These opportunities increase support for enhancing quality care and enriching children's lives.

How is Pathways helpful?

- Serves as a vehicle for educators to pursue continued growth in their profession.
- Builds public awareness and appreciation for the early childhood and school-age care professions.
- Provides increased recognition for knowledgeable and experienced educators.



PATHWAYS REQUIREMENTS

Each Level of Pathways has requirements to be fulfilled before applying. Please review the Level you are applying for to determine if you meet those requirements. Please note the two requirements below that must be met for each Level. Also, there are expectations set for Pathways members that you will find below.

Requirements for all Levels:

1. Maintains current CPR Certification.
2. Works directly with children in a registered family child care, a licensed child care center, or a licensed school-age program.

Expectations for all Levels:

1. Applicant shows professional commitment by:
 - Showcasing dedication to continuous growth and development within the profession.
 - Reflecting on dispositions that represent the values and attitudes expected of professionals in the field of education which include:
 - Delighting in and is curious about children and how they grow and learn.
 - Appreciating and supporting the unique and vital role of parents and families in their children's lives.
 - Being eager to learn new knowledge and skills that will support children's development and learning.
 - Modeling the attitudes and behaviors that they value in children.
 - Valuing and celebrating the diversity found among children and their families and in the world around them.
 - Being willing to ask for help, to learn from others, and to accept constructive criticism.
 - Reflecting on the personal beliefs and values that influence their own attitudes and practices.
 - Accepting responsibility for their own actions.
 - Showing respect for children, families, and colleagues by maintaining confidentiality.
 - Communicating clearly, respectfully, and effectively with children and adults.
 - Responding to challenges and changes with flexibility, perseverance, and cooperation.
 - Expressing their own emotions in healthy and constructive ways.
 - Valuing and nurturing imagination, creativity, and play, both in children and in themselves.
 - Demonstrating responsible professional and personal habits in working and interacting with others.
 - Having a collaborative attitude.
2. Engages with and participates in professional organizations and associations that align with one's own professional beliefs.

LEVEL REQUIREMENTS



LEVEL 1

Education and Training

1. Completed the South Dakota Orientation to Early Childhood and School-Age Care Series.
 2. Current CPR certification.
 3. First Aid training completed (If First Aid was not included in your Orientation training, you will need to provide a First Aid card).
-



LEVEL 2

Education and Training

1. Ten cumulative clock hours of training taken related to the age, development, and safety of children in care.
-



LEVEL 3

Education and Training

1. Sixteen cumulative clock hours of training taken related to the age, development, and safety of children in care.

Renewal Requirements

1. Completed a minimum of eighteen cumulative clock hours of training taken related to the age, development, and safety of children in care.
-



LEVEL 4

Education and Training

1. Thirty-two cumulative clock hours of training taken related to the age, development, and safety of children in care OR earned Preschool Certificate, Infant/Toddler Certificate, Family Child Care Certificate, Management Certificate, or South Dakota School-Age Care Certificate.

Renewal Requirements

1. Completed forty-four cumulative clock hours of training taken related to the age, development, and safety of children in care OR earned Preschool Certificate, Infant/Toddler Certificate, Family Child Care Certificate, or Management Certificate.
-



LEVEL 5

Education and Training

1. Seventy-five cumulative clock hours of training taken related to the age, development, and safety of children in care.

Renewal Requirements

1. Completed eighty-nine cumulative clock hours of training taken related to the age, development, and safety of children in care.

**Education and Training**

1. Twelve college credit hours of Early Childhood Education courses OR Current Child Development® (CDA) Credential (120 clock Hours) OR South Dakota School-Age Credential.

Renewal Requirements

1. Completed 30 cumulative clock hours of training taken related to the age, development, and safety of children in care in the past three years.

**Education and Training**

1. Associate Degree in Early Childhood Education, Child Development, or Elementary Education OR 60 college credit hours in Early Childhood Education, Child Development, or Elementary Education.

Renewal Requirements

1. Completed 30 cumulative clock hours of training taken related to the age, development, and safety of children in care in the past three years.

**Education and Training**

1. Bachelor's degree in Early Childhood Education, Child Development, or Elementary Education OR Bachelor's degree in any field with at least 15 college credit hours in Early Childhood Education, Child Development, or Elementary Education.

Renewal Requirements

1. Completed 30 cumulative clock hours of training taken related to the age, development, and safety of children in care in the past three years.

**Education and Training**

1. Master's Degree in Early Childhood Education, Child Development, or Elementary Education OR Doctoral degree in Early Childhood Education, Child Development, or Elementary Education.

Renewal Requirements

1. Completed 30 cumulative clock hours of training taken related to the age, development, and safety of children in care in the past three years.

APPLYING FOR PATHWAYS

I am ready to join Pathways, how do I apply?

To participate, you should follow the steps below:

1. Review the Pathways handbook and determine which Pathways Level best reflects your current education and accumulated training hours.
2. Log-in to Traininghouse at traininghouse.sdstate.edu using the account you created for the South Dakota Orientation to Child Care training. Once logged in, search for Pathways. Click on the Pathways to Professional Development course. Choose the Application tile to find the application. Complete the application.
3. Upload any necessary documents to support your application for the requirements within the Level.

How will I submit training hours, college credit hours, transcripts, etc. for verification?

When applying for a Level, you will be able to upload any certificates and/or transcripts to verify you have completed all requirements to obtain that Level.

I've submitted my application. What happens next?

Once your application is received:

1. The application and supporting documentation will be reviewed.
2. If all requirements are met to earn the Level applied for, an email will be sent indicating your Pathways Level within 10 business days of review.
*If any necessary documentation is missing, an email will be sent to you asking you to submit the missing information before placement in Pathways. You will have 30 days to submit any missing information. If documentation is not received within 30 days, a new application will need to be submitted for review.
3. A certificate indicating your Pathways Level will be mailed to you within 30 business days of review.

Once approved for Pathways, how often do I need to renew?

Pathways Level placement is valid for two years from the date your application was approved.

Please check your Pathways certificate to identify your date of renewal. You should plan to renew your certification at least 30 days before your certificate expires.

What is the Renewal Process?

To renew your Pathways certificate, go to the application page found at traininghouse.sdstate.edu.

Then:

1. Complete the application.
2. Upload any new training certificates you have earned to keep your account up-to-date.
3. Submit application and documentation.

FREQUENTLY ASKED QUESTIONS

Who may participate in Pathways?

Pathways includes educators who work directly with children in a caregiving role within a registered or licensed child care or school-age program. Pathways is designed so that anyone currently working with children in these settings can be placed on a Level regardless of whether that person is in high school or has been in the field for 20 years.

Educators are recognized for their work with children and youth in a variety of settings such as:

- Family child care homes
- Child care centers including group family child care
- School-age programs providing before school, after school, and/or summer care to children ages 5-12

Participants in Pathways include those who hold positions such as, or similar to, lead teachers, assistant teachers, lead youth development professionals, assistant youth development professionals, and educators who work within a family child care home setting.

Educators who work in a licensed Head Start program can participate in the Pathways program due to meeting the federal Child Care Development Block Grant requirements.

What are the Levels of Pathways?

Pathways is specific to early childhood and school-age care and consists of 9 Levels representing various combinations of training and education.

Do I have to start at Level 1?

No, you may apply for any Level if you enter with existing professional development clock hours, coursework, credentials, or post-secondary degrees and you have completed the South Dakota Orientation to Early Childhood and School-Age Series.

Once I have met the requirements for the next Level, what do I need to do to move to that Level?

An advanced Level may be applied for in the application page found at traininghouse.sdstate.edu. Participants may apply for an advanced Level by completing the Pathways application and submitting necessary documentation of professional development.

Do training hours, courses, degrees, credentials, or certificates expire after a certain amount of time?

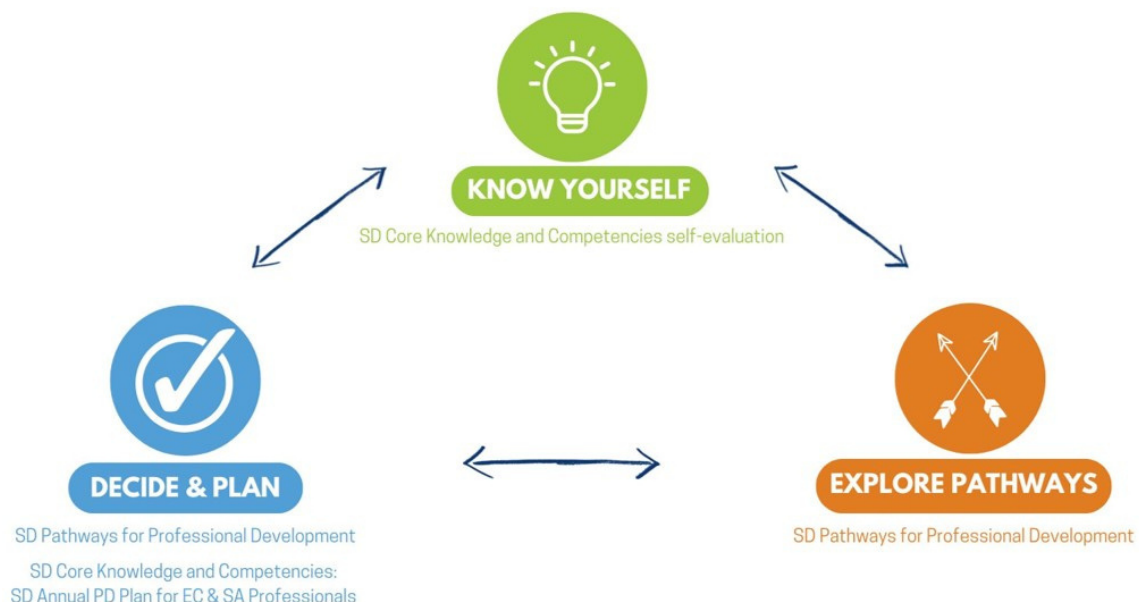
No, Pathways is designed to make training clock hours stackable, meaning you will not lose recognition for trainings taken/hours of training earned. Courses, certificates, and degrees do not expire, other than the Child Development Associate Credential, which is valid for 3 years from the award date. If you earn Level 6 with a CDA, you will need to submit an updated certificate after renewal of the CDA to maintain Level 6.

How do I find out about professional development trainings available in my area?

Visit the [Educational Opportunities](#) page to learn about trainings in your area offered by the South Dakota Early Childhood Enrichment System.

How do the SD Core Knowledge and Competencies support my participation in the Career Ladder?

Using the South Dakota Core Knowledge and Competencies self-reflection and Annual Professional Development Plan, you will be able to plan what areas of training would be most beneficial to your professional growth and development. Pathways is the tool that tracks the professional development training you have obtained in the early childhood education and school-age care fields.



**Professional Development for
Early Childhood & School-Age Professionals in South Dakota**

EDUCATION AND TRAINING OVERVIEW

Professional Training Areas

The 8 categories listed below represent professional training that all early childhood and school-age care educators should receive to provide for the unique developmental needs of the children and youth they serve. Within each of these broad categories, various topics can be addressed and easily tracked for those enrolled in Pathways.

1. Health, Safety, and Nutrition
2. Child Growth and Development
3. Child Guidance and Emotional Well-being
4. Learning Environment, Planning, and Curriculum
5. Observation, Documentation, and Assessment
6. Family, School, and Community Partnerships
7. Professionalism and Leadership
8. Program Administration

GLOSSARY

Child Development Associate (CDA) Credential: A credential earned by an early childhood educator who has demonstrated his or her skills in working with young children and their families by successfully completing an established credentialing process. The CDA is awarded by the Council for Professional Recognition after completion of a minimum of 120 hours of instruction and assessment.

College Credit Hours: Credit hours which are earned through a 2-year or 4-year accredited college/university.

Clock Hours: A 60-minute span of time, with no less than 50 minutes of actual class instruction.

Core Knowledge and Core Competencies: Core Knowledge identifies the range of knowledge that adults working with young children need to facilitate child learning and development. Core Competencies identifies the knowledge, skills, values, and dispositions all early childhood and school-age educators must demonstrate the ability to provide high quality care and to effectively support the development, learning, and well-being of young children and school-age youth.

CPR Certification: Individuals working directly with children must complete and become certified in infant- child cardio-pulmonary resuscitation (CPR) through an entity that provides the applicant with hands-on skills testing as part of the training. The CPR certification must always remain valid. Note: For training purposes, "infant" is considered under age one and "child" is considered age one and up including K-6th grade school-age children.

Educators: An individual who cares for and promotes the learning, development, and well-being of children birth through age 12 in all early childhood education and school-age settings, while meeting the qualifications of the profession and have mastery of its specialized knowledge, skills, and competencies.

School-Age Care: Refers to the care and education services provided to children between 5 and 12 years of age (usually K-6th grades) sometimes referred to as school-age programs (SAP).

State Registered and Licensed Programs: There are three types of licensed and one type of registered child care programs regulated by the State of South Dakota. To become licensed or registered, child care providers must contact their local licensing office.

- Registered Family Day Care: The care of 12 or less children in the provider's own home.
- Licensed Child Care Program: The care of 13 or more children.
- Licensed Before & After School Programs: The care and supervision of school-age children on a regular basis before and after regular school hours

RESOURCES

Professional Development Trainings

South Dakota Early Childhood Enrichment System



Region 1

Early Childhood Connections
3645 Sturgis Road, Suite 110
Rapid City, SD 57702
605.342.6464
www.earlychildhoodconnections.com/

Region 2

The Right Turn, Inc.
115 E. Sioux Ave.
Pierre, SD 57501
605.773.4755
www.TheRightTurn.net

Region 3

Sanford Children's CHILD Services
2905 3rd Ave SE
Aberdeen, SD 57401
605.226.5675
www.sanfordhealth.org/resources/child-services

Region 4

Child and Family Resource Network
South Dakota State University
Box 2218
Brookings, SD 57007
605.688.5730
www.sdstate.edu/child-and-family-resource-network

Region 5

Sanford Children's CHILD Services
5015 S. Western Ave.
Suite 120
Sioux Falls, SD 57108
605.312.8390
www.sanfordhealth.org/resources/child-services

Child Development Associate (CDA) Credential



www.dss.sd.gov/childcare/educationalopportunities/associateproject.aspx

South Dakota School-Age Care Credential

www.dss.sd.gov/childcare/educationalopportunities/associateproject.aspx

Certificates

For information on certificates in the focus areas listed in Level 4, please see the Education Opportunities page on www.sdece.org.

Higher Education Opportunities in South Dakota



Black Hills State University
1200 University St.
Spearfish, SD, USA 57799
605.642.6131
www.bhsu.edu/

Early Childhood/Special Education
Bachelor of Science Education

Human Services
Bachelor of Science or Associate of Science



Lake Area Technical College
PO Box 730
Watertown, SD 57201
1.605.882.5284
www.lakeareatech.edu/

Human Services Technician
Child Development Option
Associate of Applied Science Degree
*Optional exit point for Diploma



NORTHERN

Northern State University
1200 S. Jay Street
Aberdeen, SD 57401
1.800.678.5330
www.northern.edu/

Early Childhood Education
Associate of Science Degree

Elementary Education
Bachelor of Science Education



Oglala Lakota College
490 Piya Wiconi Road
Kyle, South Dakota 57752
1.833.256.2002
605.455.6000
www.olc.edu/

Early Childhood Education
Bachelor of Arts Degree

Early Childhood Education
Associate of Arts Degree

K-8 Elementary Education
Bachelor of Science Degree

Elementary Education
Associate of Arts Degree



SWC
Sisseton Wahpeton College

Sisseton Wahpeton College
Agency Village Box 689
Sisseton SD 57262
605.698.3966
www.swcollege.edu/newswcollege/

Early Childhood Development
Associate of Science Degree



**SOUTH DAKOTA
STATE UNIVERSITY**

South Dakota State University
1015 Campanile Ave.
Brookings, SD 57007
605.688.4121
www.sdstate.edu

Early Childhood Education Birth to Eight
Specialization

Bachelor of Science Degree

Elementary Education

Bachelor of Science Degree

Family and Consumer Sciences Education

Bachelor of Science Degree

Human Development and Family Studies

Bachelor of Science Degree



Southeast Technical College
2320 N Career Ave
Sioux Falls, SD 57107
605.367.7624
800.247.0789
www.southeasttech.edu/

Early Childhood Specialist

Associate Degree

South Dakota Department of Social Services



South Dakota
Department of
Social Services

South Dakota Department of Social
Services

Child Care Services

3900 W Technology Circle, Ste.1

Sioux Falls, SD 57106

www.dss.sd.gov/childcare/default.aspx

Professional Organizations in South Dakota

Family Child Care Professionals of South Dakota

www.fccpsd.org

South Dakota Association for the Education of
Young Children

www.sdaeyc.org

South Dakota Association of Child Care Directors

www.sdaccd.weebly.com/

South Dakota School Age Care Alliance

www.sodaksaca.org/



If you have questions or need
assistance, please call
605-688-5209.

www.sdece.org/Pathways