Dear Leah,

We would like to inform you of the upcoming change to the Career Ladder System regarding the demonstrated competency requirements for Level 4. The purpose of the change is to better align with the new Child Care Quality System, which requires a current demonstrated competency, and to eliminate the confusion caused by having some demonstrated competency options that expire, and some that do not.

Starting **July 1, 2019**, professionals may choose from six possible options in order to complete the demonstrated competency requirement for Career Ladder Level 4.

1. A current Child Development Associate (CDA) Credential issued by the Council for Professional Recognition.


3. A current National Administrator’s Credential (NAC) plus
   - 60 hours of Career Ladder approved courses in the following subject areas:
     - 30 hours in Child Development
     - 10 hours in Safe, Healthy Learning Environment
     - 10 hours in Physical & Intellectual Development
     - 10 hours in Social & Emotional Development
   plus
   - A passing score on an observation by an approved URPD observer or PD Specialist listed by the Council for Professional Recognition

4. A Utah High School CTE Skills Certificate in Early Childhood Education 1A
& 1B or Early Childhood Education 2 awarded within the last three years

5. An Early Childhood (or Elementary for those working with school age children) Practicum Course from an accredited college or university completed within the last three years

6. A current School-Age Demonstrated Competency Credential issued by the Utah Afterschool Network (UAN) --- Coming Soon

In order to keep Level 4 current, new demonstrated competency documentation must be submitted to URPD before the expiration date of the previously submitted credential.

The High School Skills Certificate and Practicum Course demonstrated competencies will expire three years after the certificate issue date or the completion of the course. After three years, professionals will need to choose one of the other four options if they would like to keep their demonstrated competency current.

Professionals on Career Ladder Levels 4-8 who have earned their demonstrated competency through a previous option, or have let their credential expire, will maintain their level on the Career Ladder, but it will be listed as expired until the demonstrated competency documentation is current.

Professionals on Career Ladder Level 9 or above that have earned a college degree do not need to maintain a current demonstrated competency.

Additional information regarding the Career Ladder System can be found here. Questions may be directed to your local Care About Childcare office or to uprd@usu.edu.

Thank you for your commitment to Utah’s children and your own continued professional development.

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