



*Alabama Pathways to*  
**QUALITY CARE**  
*and* **EDUCATION**

**ALABAMA CHILD CARE AND EDUCATION  
PROFESSIONAL DEVELOPMENT SYSTEM**

# ALABAMA PATHWAYS TO QUALITY CARE AND EDUCATION

*Alabama Child Care and Education Professional Development System*



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**Alabama Department of Human Resources**

Child Care Services Division

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Montgomery, Alabama 36104

(334) 242-1425

**[www.dhr.alabama.gov](http://www.dhr.alabama.gov)**

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# ALABAMA PATHWAYS TO QUALITY CARE AND EDUCATION

## *Alabama Child Care and Education Professional Development System*

### **What is Alabama Pathways to Quality Care and Education (Alabama Pathways)?**

In April 2005, the Alabama Department of Human Resources (DHR), Child Care Services Division, convened representatives from various early care and education stakeholder groups<sup>1</sup> to begin planning for a professional development system to address the training and education needs of caregivers and teachers in the field of early childhood and school-age care.<sup>2</sup> This collaborative effort was in response to the Bush Administration's *Good Start, Grow Smart (GSGS)* initiative "for the purpose of improving the preparation and ongoing development of early care and education providers." The goal of the *Alabama Child Care and Education Professional Development System* or **Alabama Pathways to Quality Care and Education (Alabama Pathways)** is "to provide a path to support and advance the best practices of those who care for and teach children from birth through 12 years."

Professional development is a continuous process that begins with the knowledge, skills, and abilities that caregivers and teachers have upon entering the field of early childhood and school-age care. It proceeds with expanding professional learning and application abilities to ensure high quality care and education through improved caregiving and teaching. **Alabama Pathways** addresses the need for a comprehensive professional development system that incorporates the key elements necessary for improving the quality of care and education provided by *all* individuals in *all* early childhood and school-age care settings. These elements - Core Professional Knowledge, Qualifications and Credentials, Quality Assurances, Access and Outreach, and Funding - include sub-elements that are incorporated into **Alabama Pathways** or are included in plans for future development and implementation.

Implementation of **Alabama Pathways** begins with the dissemination of information to promote and support highly qualified caregivers and teachers. This document provides early childhood and school-age care professionals with Core Knowledge Areas, foundational for developmentally appropriate caregiving and teaching; a Professional Development Lattice, identifying progressive levels of training and education to

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<sup>1</sup>Stakeholder groups included Head Start, Alabama Department of Education, Office of School Readiness/Pre-K, Poarch Band of Creek Indians, 2-Year Colleges, 4-Year Colleges, Center Directors, Family Child Care Providers, Faith-based Child Care Providers, School-age Child Care Providers, Statewide Professional Organizations, DHR County Directors Association, Alabama Department of Postsecondary Education, Alabama Commission on Higher Education, and Alabama Department of Rehabilitation Services/Early Intervention.

<sup>2</sup>School-age care refers to care of school-age children beyond regular school hours, such as before school, after school, holidays, and summer.



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promote effective practices in early care and education and school-age care; *Resources for Qualifications and Credentials*, directing caregivers and teachers to agencies and organizations that mandate training and education requirements, award credentials, or compile information on requirements and credentials; *Resources for Child Development and Early Childhood Training and Education*, including agencies, organizations and educational institutions that provide pre-service (prior to employment) and in-service (after employment) professional development opportunities; and *Resources for Financial Assistance*, identifying potential sources for financial assistance to obtain training and education in early childhood and school-age care.

***Note:** This document is intended to serve as a guide for individuals seeking professional preparation and development in early childhood and school-age care and education. The resource information contained herein is revised periodically.*

*No representation is made by the Alabama Department of Human Resources as to the rules governing programs offered by public or private institutions of higher education, the Teacher Education and Certification Division of the Alabama State Department of Education, or other agencies listed herein. Check with the organizations listed in this guide for the most accurate professional development information.*

# ALABAMA PATHWAYS TO QUALITY CARE AND EDUCATION

## *Alabama Child Care and Education Professional Development System*

### ***What are the benefits of participating in Alabama Pathways?***

Along with the commitment of preparing children for success in school and in life, comes the necessity of preparing early childhood and school-age care professionals to effectively meet the collective and individual needs of children. “*Research makes it abundantly clear that early childhood educators with more professional preparation provide more developmentally appropriate, nurturing, and responsive care and education experiences for young children*” (Beyond the Journal. *Young Children on the Web*. March 2007: Professional Development). Research also indicates that obtaining training and education with specialization in child development and early childhood education fosters caregivers and teachers who understand how children develop and learn and who provide higher quality learning environments for children.<sup>1</sup>

***Alabama Pathways*** is designed to assist individuals who work in various early childhood and school-age care settings identify appropriate professional preparation and ongoing professional development that is specific to child development and early childhood education. The early childhood and school-age care professionals who benefit from participating in ***Alabama Pathways*** care for and teach children in programs that are required to be licensed and those that are exempt from being licensed. The various roles and positions of these individuals include:

- ✓ Licensed center directors, assistant directors, teachers, and support staff
- ✓ License-exempt center directors, assistant directors, teachers, and support staff in church ministry, state agency, university/college, federal/military, and federally recognized tribal programs
- ✓ Family and group home providers and group home provider assistants
- ✓ Relative care providers related by blood, marriage, or adoption: grandparent, sister or brother, aunt or uncle, and their spouses
- ✓ Head Start/Early Head Start teachers, directors, coordinators, and support staff
- ✓ Pre-K teachers and assistant teachers in Office of School Readiness (OSR) state-funded sites, public schools, and private schools
- ✓ Special education teachers
- ✓ Early Intervention Service Coordinators
- ✓ School-age caregivers and teachers in public and private schools, beyond regular school hours
- ✓ Part-time program staff in YWCAs/YMCAs, Boys & Girls Clubs, and Mother’s Day Out
- ✓ Non-traditional caregivers such as homeschoolers, nannies, and respite caregivers



<sup>1</sup> For more information on research findings regarding education and training of early childhood educators, visit the National Association for the Education of Young Children (NAEYC) website:

<http://journal.naeyc.org/btj/200703/pdf/BTJProfDev.pdf>.



# ALABAMA PATHWAYS TO QUALITY CARE AND EDUCATION

## *Alabama Child Care and Education Professional Development System*

### *What do high quality caregivers, teachers and administrators need to know?*

Core knowledge is the range of knowledge and skills that early childhood and school-age care professionals need to facilitate children's learning and development. The eight (8) **Core Knowledge Areas** identified in *Alabama Pathways* serve as a foundational checklist of knowledge, skills, and abilities that high quality caregivers, teachers, and administrators need to be effective.

- ✓ **Child Growth and Development:** Understand how children develop physically, cognitively, socially, emotionally, and culturally; understand how children acquire language and creative expression; understand the links between development and learning; understand the roles and responsibilities of parents, educators, and caregivers; understand the environmental, biological, social and cultural influences on growth and development.
- ✓ **Health, Safety and Nutrition:** Understand the major issues affecting the health and safety of young children; know how to establish and maintain an environment that ensures each child's healthy development, safety, and nourishment; understand health record keeping and its policy considerations; know how to implement food safety practices, menu planning, nutrition activities for children, CPR, First Aid, and accident and infectious disease prevention.
- ✓ **Learning Experiences and Enrichment:** Understand developmentally effective approaches to teaching and learning; know how to establish a learning environment that meets each child's needs, capabilities, and interests; know how to utilize knowledge of academic disciplines to design, implement, and evaluate programs that promote positive development and learning for young children.
- ✓ **Diversity:** Understand and value diversity in society; know how to encourage family involvement in early multicultural learning; know how to support anti-bias curriculum in early childhood programs; know how to develop effective methods for working with families of varied cultural, linguistic and socioeconomic backgrounds.
- ✓ **Child Observation and Assessment (Planning for Individual Needs):** Understand methods for observing children's development, behavior and progress; know how to observe and assess what children know and can do; know how to document children's growth, development, and learning; know how to use informal and formal assessments to plan activities and individualize programs in order to provide curriculum that meets each child's developmental and learning needs.

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- ✓ ***Interaction with Children, Families and Communities:*** Understand and value the importance and complex characteristics of children’s families and communities; know how to establish supportive relationships with children guiding them as individuals and as members of a group; know how to create respectful, reciprocal relationships that support and empower families to be involved in their children’s development and learning; know how to work collaboratively with families, agencies, and organizations to meet children’s needs and to encourage community involvement with early childhood care and education.
  
- ✓ ***Personal and Professional Leadership Development:*** Understand the importance of serving children and families in a professional manner; understand the importance of seeking opportunities for professional growth, including topics such as advocacy, ethics and leadership; know how to use ethical guidelines and other professional standards related to early childhood practice; know how to be a continuous, collaborative learner who demonstrates knowledgeable, reflective, and critical examination of her/his work; know how to make informed decisions that integrate knowledge from a variety of sources; know how to participate in community activities as representatives of early childhood care and education and informed advocates for sound educational practices and policies.
  
- ✓ ***Management and Administration:*** Understand legal, fiscal, and advocacy issues, staff and program development, and supervision and evaluation; understand financial planning and management; understand the principles of leadership, team building, and conflict resolution; understand the principles of adult development and learning; know about the educational facility and its daily operations; know how to effectively implement child care policies and licensing regulations; know how to make determinations of community child care needs and marketing and public relations opportunities.



# ALABAMA PATHWAYS TO QUALITY CARE AND EDUCATION

## *Alabama Child Care and Education Professional Development System*

### ***What is the Alabama Pathways Professional Development Lattice?***

The *Alabama Pathways Professional Development Lattice* is a system that provides early care and education professionals with a tool to track their professional development. Each individual can identify her/his current place on the *Alabama Pathways Professional Development Lattice*, as well as the progressive path to enhanced training and education within the field of early care and education.

The *Alabama Pathways Professional Development Lattice* reflects eight (8) levels of **Training and Education** to guide caregivers and teachers of children from birth through twelve (12) years on the path that promotes high quality care and education. The levels include training, credentials, certificates, and degrees in Child Development and Early Childhood Education with a focus on knowledge and skills specific to early care and education. *The Alabama Pathways Professional Development Lattice* includes Elementary Education to support caregivers and teachers of school-age children, beyond regular school hours, in advancing developmentally appropriate practices and promoting life long learning. **The Training and Education Resources** include agencies, organizations, and institutions that provide training and education specific to early childhood and school-age care.

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### ***Debra Lawler***     *Graduate: Northwest-Shoals Community College, Athens State University and University of West Alabama*

*I am currently employed with my dream job at Russellville West Elementary School teaching kindergarten. I can honestly say if it had not been for access to Northwest Shoals Community College and receiving my Leadership in Child Care Scholarship, my dream may not have been accomplished.*

*After working for the Lee Company for eight years, I decided to open my own home provider day care in Phil Campbell [Alabama]. In 2001, after the Minimum Standards for home providers in Alabama was revised, I decided to enroll at Northwest-Shoals Community College (NW-SCC) to receive my Certificate in Child Development. After extended encouragement from the instructors, I continued my education for my Associate in Applied Science Degree in Child Development and then my Associate in Science Degree in Child Development. Again, with tuition so expensive, and trying to operate my day care at the same time, receiving the Leadership in Child Care Scholarship made continuing to reach for my dream possible. While attending NW-SCC, I received high honors for making all "A's", received the 2002 Child Development Award, and was initiated into Phi Theta Kappa Honor Society.*

*After finishing at NW-SCC, I transferred to Athens State University to receive my Bachelor's Degree in Early Childhood Education. I was able to receive the Leadership in Child Care Scholarship during my two years at Athens State to assist me financially. I was initiated into the Kappa Delta Pi Honor Society in 2004. I graduated from Athens State University in 2005 with a Bachelor's Degree in Early Childhood Education with a 3.98 GPA. I was selected as the 2005 Most Outstanding Graduate in Education at Athens State University and as the NAEYC 2005 Most Outstanding Graduate in Education for the state of Alabama. I was awarded the 2005 Alabama Power New Teacher Award and received \$1000 in grant money for my classroom.*

*I just recently graduated from the University of West Alabama with my Master's Degree in Early Childhood Education. All my accomplishments have been made possible through my step-by-step education beginning at my local Community College, and through the Leadership in Child Care Scholarship program that provided financial assistance while I obtained my education.*

*This dream is available and attainable for all child care providers in Alabama interested in furthering their education and eventually receiving their two-year, four-year and even graduate degrees.*





# *Alabama Pathways Professional Development Lattice*

	<b>Training and Education</b>	<b>Training and Education Resources</b>
<b>Level 1</b>	Minimum Standards training requirements and/or Alabama Early Learning Guidelines (AELG) Credential	Alabama Department of Human Resources (DHR) Child Care Services Division; DHR Quality Enhancement Contractors; Local, Statewide, Regional and National Professional Child Care Organizations
<b>Level 2</b>	Child Development Associate (CDA) Credential or other national credential in child care/early care and education	Council for Professional Recognition; DHR Regional Quality Enhancement Contractors; Alabama Community College System (ACCS) Institutions
<b>Level 3</b>	Short Certificate and/or Certificate in Child Development/Early Care & Education	Alabama Community College System (ACCS) 2-Year Institutions
<b>Level 4</b>	Associate in Applied Science/Technology (AAS or AAT) Degree in Child Development/Early Care & Education, and/or Associate in Arts/Science (AA or AS) Degree in Child Development/Early Childhood Education including 18 child development/early childhood specific credits	Alabama Community College System (ACCS) 2-Year Institutions
<b>Level 5</b>	Bachelor's Degree in Child Development, Early Childhood Education, or Elementary Education including 30 child development/early childhood specific credits	Athens State University; Public and Private 4-Year Colleges and Universities
<b>Level 6</b>	Master's Degree in Child Development, Early Childhood Education, or Elementary Education including 15 child development/early childhood specific credits	Public and Private 4-Year Colleges and Universities
<b>Level 7</b>	Education Specialist (Ed.S.) Degree in Child Development, Early Childhood Education, or Elementary Education including 15 child development/early childhood specific credits	Public and Private 4-Year Colleges and Universities
<b>Level 8</b>	Doctor of Philosophy (Ph.D.) Degree or Doctor of Education (Ed.D.) Degree in Child Development, Early Childhood Education, or Elementary Education including 15 child development/early childhood specific credits	Public and Private 4-Year Colleges and Universities

*Note: This Professional Development Lattice does not reflect all of the resources available for obtaining child development and early childhood training and education.*

# ALABAMA PATHWAYS TO QUALITY CARE AND EDUCATION

## *Alabama Child Care and Education Professional Development System*

### ***Where can I find information on qualifications and credentials for early childhood professionals?***

The qualifications and credentials required for early childhood professionals depend on the type of program and the position in which an individual is seeking initial employment, currently employed, or pursuing promotion in employment.

All persons working in a child care program licensed by the Alabama Department of Human Resources (DHR) are required to meet education and training qualifications as specified in the **Minimum Standards for Day Care Centers and Nighttime Centers** or **Minimum Standards for Family/Group Day Care Homes and Family/Group Nighttime Homes**.

Similarly, teachers and assistant teachers working in the Alabama Office of School Readiness (OSR) state-funded Pre-K programs and persons working in Head Start/Early Head Start programs must meet education and training qualifications and professional development requirements mandated by their agencies.

Alternatively, child care programs exempt from DHR licensing may elect to establish their own requirements for staff qualifications and credentials. Exempt programs include those operated by church ministries, state agencies, universities/colleges, boards of education, federally recognized tribes, the federal government/military, and those that operate four (4) hours or less. Also exempt from DHR licensing are relative child care providers - grandparents, brothers, sisters, stepbrothers, stepsisters, half-brothers, half-sisters, uncles or aunts, and their spouses.<sup>1</sup>

The following is a partial list of state agencies and national organizations that are sources for information about the qualifications and credentials required for various early childhood professional positions.

## STATE AGENCIES

### **ALABAMA COMMISSION ON HIGHER EDUCATION**

**(ACHE)**

Serves as a coordinating board for Alabama higher education

(334) 242-1998

[www.ache.alabama.gov](http://www.ache.alabama.gov)

### **ALABAMA DEPARTMENT OF CHILDREN'S AFFAIRS**

**(DCA)**

**Office of School Readiness (OSR)**

Operates the state-funded Pre-K Program

(334) 223-0522

[www.children.alabama.gov](http://www.children.alabama.gov)

[Click on *Office of School Readiness*]

### **ALABAMA DEPARTMENT OF CHILDREN'S AFFAIRS**

**(DCA)**

#### **Alabama Head Start State Collaboration Office**

Promotes collaboration among Head Start, State government initiatives and agencies, and others concerned with early care and education in Alabama

(334) 223-0714

[www.children.alabama.gov](http://www.children.alabama.gov)

[Click on *Head Start State Collab Office*; Click on *Local Directors*]

### **ALABAMA DEPARTMENT OF EDUCATION**

**(SDE)**

Provides information about Teacher Education and Certification

(334) 242-9977

[www.alsde.edu](http://www.alsde.edu)

[Go to *SECTIONS*; Click on *Teacher Education & Certification*; Go to *FAQs*]

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<sup>1</sup> Refer to Code of Alabama 1975, Title 38, Chapter 7, Child Care, Sections 38-7-2 and 38-7-3 cited in the Minimum Standards for Centers and Homes for information on exemption from DHR licensing.



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**ALABAMA  
DEPARTMENT OF HUMAN RESOURCES  
(DHR)**

**Child Care Services Division  
Office of Child Care Licensing**

Licenses and monitors child care centers for compliance  
with *Minimum Standards*

(334) 242-1425 1-866-528-1694 Toll Free  
[www.dhr.alabama.gov](http://www.dhr.alabama.gov)

[Click on *Services*; Click on *Child Care Services*; Click on *Child Care Licensing*]

**ALABAMA DEPARTMENT OF  
REHABILITATION SERVICES  
(ADRS)**

**Alabama's Early Intervention System (AEIS)**  
Provides a coordinated, family-focused system of  
supports and services for children with special needs

1-800-441-7607

[www.rehab.alabama.gov/ei](http://www.rehab.alabama.gov/ei)

[Click on *Supports Information*; Click on *AEIS Comprehensive System of  
Personnel Development (CSPD)*]

**ALABAMA DEPARTMENT OF  
POSTSECONDARY EDUCATION  
(DPE)**

**Alabama Community College System (ACCS)  
(2-year Institutions)**

Directs and supervises educational programs and services  
provided by the ACCS

(334) 242-2900  
[www.accs.cc](http://www.accs.cc)

**STARS**

**(Statewide Transfer & Articulation Reporting System)**

Provides Transfer Guides for students planning  
to transfer from a Alabama Community College  
to a public university in Alabama

1-800-551-9716, ext. 3690

<http://stars.troy.edu>

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**NATIONAL ORGANIZATIONS**

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**COUNCIL FOR  
PROFESSIONAL RECOGNITION**

Awards the Child Development Associate (CDA) Credential  
1-800-424-4310

[www.cdacouncil.org](http://www.cdacouncil.org)

**NATIONAL AFTERSCHOOL ASSOCIATION  
(NAA)**

Provides Accreditation for afterschool/school-age programs  
1-888-801-3622

[www.naaweb.org](http://www.naaweb.org)

**NATIONAL ASSOCIATION FOR  
FAMILY CHILD CARE  
(NAFCC)**

Provides Accreditation for family and group home  
child care providers  
1-800-359-3817

[www.nafcc.org](http://www.nafcc.org)

**NATIONAL ASSOCIATION FOR THE  
EDUCATION OF YOUNG CHILDREN  
(NAEYC)**

Provides Accreditation for center-based or school-based  
early childhood programs  
1-800-424-2460

[www.naeyc.org](http://www.naeyc.org)

**NATIONAL ASSOCIATION OF  
CHILD CARE PROFESSIONALS  
(NACCP)**

**National Accreditation Commission for Early Care  
and Education Programs (NAC)**

Provides Accreditation for early care and education programs  
1-800-573-1118

[www.naccp.org](http://www.naccp.org)

**NATIONAL CHILD CARE ASSOCIATION  
(NCCA)**

Awards the Certified Childcare Professional (CCP)  
Credential and National Administrator Credential (NAC)

1-800-543-7161

[www.nccanet.org](http://www.nccanet.org)

**NATIONAL CHILD CARE INFORMATION CENTER  
(NCCIC)**

Serves as a Clearinghouse for Early Childhood Credentials and Accreditation Programs

1-800-616-2242

[www.nccic.org](http://www.nccic.org)

# ALABAMA PATHWAYS TO QUALITY CARE AND EDUCATION

## *Alabama Child Care and Education Professional Development System*

### ***Where can I obtain child development and early childhood training and education?***

Child development and early childhood training is available in Alabama through a variety of resources. It is usually for contact hour credit, but in some cases may be for CEU (Continuing Education Unit) credit. The training content may be designated as basic, intermediate or advanced based on the education and experience of the intended audience. It may also be categorized based on the *Minimum Standards* training areas and the CDA competency standards.

Child development and early childhood training is provided through professional organizations, DHR quality enhancement contract agencies, and some colleges and universities. OSR Pre-K and Head Start/Early Head Start programs provide their staff with in-service training that is sometimes available to other early childhood professionals.

Most of the educational institutions in the Alabama Community College System (2-Year colleges) offer programs in Child Development or Early Care and Education. The specific awards are identified in the Alabama Community College System Academic Inventory.

Some of the 4-year public and private universities and colleges offer programs in child development through the departments of Human Development and Family Studies or Family and Consumer Sciences. The Early Childhood Education program is generally offered by a university or college through its School of Education and leads to teacher certification.

Appropriate accreditation of an educational institution and/or a specialized program of study can affect transfer of coursework from one institution to another. Individuals who plan to attend more than one institution should check with the institution they plan to transfer to and determine whether the institution they are planning to transfer from has the appropriate accreditation. Individuals are encouraged to check whether institutions have institutional and/or programmatic accreditation by an agency recognized by the U.S. Department of Education and/or Council for Higher Education Accreditation.

### **Statewide Professional Organizations**

- Alabama Association for Young Children (AAYC)
- Alabama Association of Licensed Early Care and Education (AALECE)
- Alabama Christian Education Association (ACEA)
- Alabama Family Child Care Association (ALFCCA)
- Alabama Head Start Association, Inc.
- Federation of Child Care Centers of Alabama (FOCAL)

### **ALABAMA DEPARTMENT OF HUMAN RESOURCES (DHR) QUALITY ENHANCEMENT INITIATIVES**

**Regional Quality Enhancement contract agencies** serve regions that include every county in the state and provide the foundational training that allows child care providers to meet the *Minimum Standards* pre-service and in-service training requirements. Training is offered through various means such as workshops, conferences, on-site, distance learning and video learning.

#### ■ **GRCMA Early Childhood Directions - Mobile**

(251) 473-1060

[www.grcma.org](http://www.grcma.org)

#### ■ **Childcare Resources - Birmingham**

(205) 252-1991

[www.ccr-bhm.org](http://www.ccr-bhm.org)

#### ■ **Family Guidance Center of Alabama - Montgomery and Dothan**

(334) 270-4100-Montgomery

(334) 712-7777-Dothan

[www.familyguidancecenter.org](http://www.familyguidancecenter.org)

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- **Child Care Resource Center/Employers' Child Care Alliance - Opelika**  
(334) 749-8400  
[www.childcareresourcecenterinc.org](http://www.childcareresourcecenterinc.org)
  - **Child Development Resources - Tuscaloosa**  
(205) 348-2650  
[www.cdr.ua.edu](http://www.cdr.ua.edu)
  - **Childcare Resource Network - Fort Payne**  
(256) 845-8238
  - **Child Care Central - Talladega**  
(256) 362-1390  
[www.tcrchildcarecorporation.org](http://www.tcrchildcarecorporation.org)
  - **Childcare Education Resources - Florence**  
(256) 764-9232  
[www.cernewsletter.com](http://www.cernewsletter.com)
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**Targeted Quality Enhancement contract agencies** provide training to address a specific need or focus on individuals who are under-served or have not traditionally participated in other quality enhancement activities.

- **Alabama Department of Public Health**  
*Healthy Child Care Alabama*  
(334) 206-2965  
[www.adph.org/hcca](http://www.adph.org/hcca)
- **Family Guidance Center of Alabama**  
*Kids and Kin (Relative Child Care) Program*  
(334) 270-4100  
[www.familyguidancecenter.org](http://www.familyguidancecenter.org)  
*[Click on Early Child Care & Education Programs]*
- **Auburn University**  
*Family Child Care Partnerships*  
(334) 844-3208  
[www.humsci.auburn.edu/fccp](http://www.humsci.auburn.edu/fccp)
- **United Cerebral Palsy (UCP) of Huntsville and Tennessee Valley**  
*Child Care Enhancement with a Purpose (Inclusion) Project*  
(256) 859-4900  
[www.ucphuntsville.org](http://www.ucphuntsville.org)  
*[Click on Programs and Services; click on Childcare Training]*
- **Alabama Public Television (APT)**  
*Ready to Learn*  
(205) 451-0129  
[www.aptv.org](http://www.aptv.org)  
*[go to EDUCATION]*
- **Alabama Department of Postsecondary Education (DPE)**  
*Leadership in Child Care Scholarship*  
(334) 242-2965  
[www.accs.cc](http://www.accs.cc)  
*[go to Dept. of Postsecondary Education; click on Instructional & Student Services]*
- **Alabama Partnership for Children (APC)**  
*T.E.A.C.H. Early Childhood® ALABAMA Scholarship*  
(334) 271-0304  
[www.smartstartalabama.org](http://www.smartstartalabama.org)  
*[click on Programs]*
- **Northwest-Shoals Community College**  
*Today's Child and You Project*  
(256) 331-5352  
[www.nwscc.edu/academics.html](http://www.nwscc.edu/academics.html)  
*[click on Child Development]*
- **Alabama State Department of Education (SDE)**  
*Dependent Care and Development Grant (School-age Quality Child Care Project)*  
(334) 242-8199  
[www.alsde.edu](http://www.alsde.edu)

# ALABAMA PATHWAYS TO QUALITY CARE AND EDUCATION

## Alabama Child Care and Education Professional Development System

### Alabama Department of Postsecondary Education (DPE) Alabama Community College System (ACCS) Institutions Child Development / Early Care and Education Program<sup>1</sup>

#### ACADEMIC INVENTORY

ALABAMA COMMUNITY COLLEGE SYSTEM INSTITUTIONS	AWARDS <sup>2</sup>				
	STC	CER	AAS	AAT	BSED
Alabama Southern Community College	NO PROGRAM <sup>3</sup>				
Athens State University <sup>4</sup>					X
Bevill State Community College	X	X	X		
Bishop State Community College		X	X		
Calhoun Community College	X		X		
Central Alabama Community College	X				
Chattahoochee Valley Community College	X				
Drake State Technical College	NO PROGRAM				
Enterprise-Ozark Community College		X	X		
Faulkner State Community College	NO PROGRAM				
Gadsden State Community College	X	X	X		
Ingram State Technical College	NO PROGRAM				
Jefferson Davis Community College	NO PROGRAM				
Jefferson State Community College	X		X		
Lawson State Community College	X		X		
Northeast Alabama Community College	X		X		
Northwest-Shoals Community College	X		X		
Reid State Technical College	X	X		X	
Shelton State Community College		X			
Snead State Community College	X		X		
Southern Union State Community College	X	X	X		
Trenholm State Technical College	X	X		X	
Wallace Community College - Dothan	X	X	X		
Wallace State Community College - Hanceville	X		X		
Wallace State Community College - Selma	NO PROGRAM				
Lurleen B. Wallace Community College	X		X		

**Source:** Alabama Community College System *Academic Inventory*

<sup>1</sup>Department Codes: CHD; CGM

Standard Name: *Child Development*

Program Marketing Name: *Early Care and Education; Early Child Care Education; Early Child Development/Administration; Early Childhood Education*

<sup>2</sup>Award Levels:

STC - Short-Term Certificate (< or = 29 semester hours)

CER - Certificate

AAS - Associate in Applied Science Degree

AAT - Associate in Applied Technology Degree

BSED - Bachelor of Science in Education Degree

<sup>3</sup>Child Development Program not offered at College

<sup>4</sup>DPE Upper Division Baccalaureate Institution



**Alabama Community College System (ACCS) 2-Year Institutions that offer programs  
in Child Development or Early Care and Education.**

**ATHENS STATE UNIVERSITY**

(256) 233-8100  
Toll Free 1-800-522-0272  
<http://www.athens.edu>

**NORTHEAST ALABAMA  
COMMUNITY COLLEGE**

(256) 638-4418  
<http://www.nacc.edu>

**BEVILL STATE COMMUNITY COLLEGE**

(205) 648-3271  
Toll Free 1-800-648-3271  
<http://www.bscc.edu>

**NORTHWEST-SHOALS  
COMMUNITY COLLEGE**

(256) 331-5200 ■ Toll Free 1-800-645-8967  
<http://www.nwscc.edu>

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# ALABAMA PATHWAYS TO QUALITY CARE AND EDUCATION

## *Alabama Child Care and Education Professional Development System*

### ***What kind of financial assistance is available for child development and early childhood training and education?***

The Alabama Department of Human Resources (DHR) provides quality enhancement funds for the implementation of two (2) scholarship programs that provide support for early care and education professionals: Leadership in Child Care Scholarship and T.E.A.C.H. (Teacher Education and Compensation Helps) Early Childhood® Alabama. These programs are available for individuals interested in obtaining a Child Development Associate (CDA) Credential, Certificate and an Associate's Degree in child development or early care and education, and a Bachelor's Degree in early childhood education. The Leadership in Child Care Scholarship is administered by the Alabama Department of Postsecondary Education (DPE) and is available for eligible recipients working in licensed, license-exempt, and school-age care programs. The T.E.A.C.H. Scholarship is administered by the Alabama Partnership for Children (APC) and is available for child care center teachers and directors working in licensed child care programs.

The Office of School Readiness (OSR) provides T.E.A.C.H. scholarships for child care center and pre-school teachers working in licensed child care centers or an OSR funded Pre-K classroom to obtain a Bachelor's Degree in early childhood education or child development.

Head Start/Early Head Start programs utilize professional development funding to support their staff in obtaining the CDA credential, and 2-year and 4-year academic degrees in child development or early childhood education.

Colleges and universities may provide grants and scholarships specific to their institution. Institutional financial aid offices can provide information about different kinds of assistance that are available.

The *Free Application for Federal Student Aid* (FAFSA) is used to apply for federal student aid. Free information about and help with applying for federal student aid is available from the U.S. Department of Education, Federal Student Aid Information Center, at 1-800-433-3243 or [www.FederalStudentAid.ed.gov](http://www.FederalStudentAid.ed.gov).



# ALABAMA PATHWAYS TO QUALITY CARE AND EDUCATION

## *Alabama Child Care and Education Professional Development System*

### ACKNOWLEDGEMENTS

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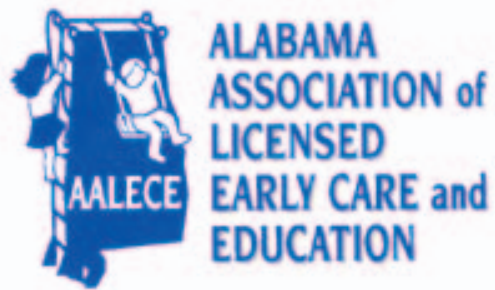
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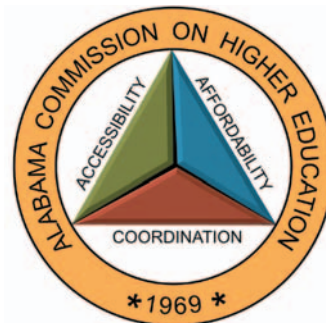
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Alabama Christian Education Association



education works.

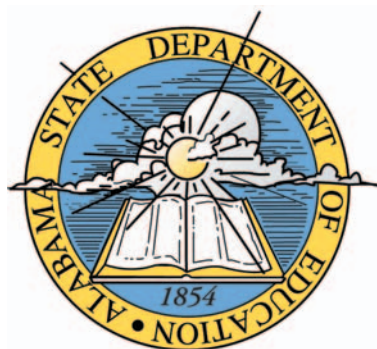


Alabama Department of

REHABILITATION SERVICES



Alabama Office of School Readiness



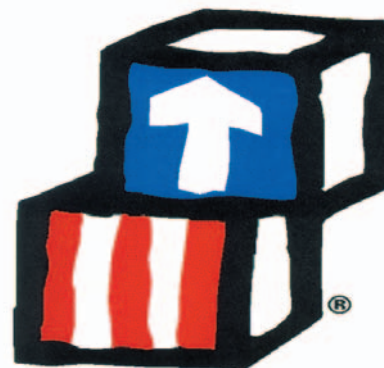
AMERICA'S POVERTY FIGHTING NETWORK



Community Action Partnership Head Start Program



Federation of Child Care Centers of Alabama



Head Start



MAFCC Montgomery Association for Family Childcare



Poarch Band of Creek Indians



**ALABAMA PATHWAYS TO QUALITY CARE AND EDUCATION**  
*Alabama Child Care and Education Professional Development System*

**Alabama Department of Human Resources**  
**Child Care Services Division**

[www.dhr.alabama.gov](http://www.dhr.alabama.gov)

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