

# THE OKLAHOMA PROFESSIONAL DEVELOPMENT REGISTRY — AND — OKLAHOMA CHILD CARE WAGE SUPPLEMENT PROGRAM



PROGRAM OVERVIEWS &  
SUPPLEMENT SCALES

EFFECTIVE: JANUARY 1, 2021



## TABLE OF CONTENTS

### THE OKLAHOMA PROFESSIONAL DEVELOPMENT REGISTRY

The Oklahoma Registry Program Overview	3
Oklahoma Director's Credential Criteria	4
Oklahoma Professional Development Ladder	6

### TRAINING OPPORTUNITIES

Statewide Training Calendar	8
Scholars for Excellence in Child Care	8

### OKLAHOMA CHILD CARE WAGE SUPPLEMENT

Program Overview	9
Teacher and Family Child Care Home Scale	10
Director and Assistant Director Scale	11

### CONTACT INFORMATION 12

---

Oklahoma Child Care Wage Supplement Program and The Oklahoma Registry are programs of Oklahoma Department of Human Services, Division of Child Care Services.



# THE OKLAHOMA PROFESSIONAL DEVELOPMENT REGISTRY

## PROGRAM OVERVIEW

The Oklahoma Professional Development Registry (OPDR) recognizes the professional development of individuals working in the early care and education field. This includes the staff of full- and part-day programs, family child care programs, and out-of-school time programs.

The Oklahoma Registry recognizes professional development through two programs:

### THE OKLAHOMA DIRECTOR'S CREDENTIAL

The Oklahoma Director's Credential verifies education and early childhood experience to place a participant at a Bronze, Copper, Silver, Gold, or Platinum level.

The Oklahoma Director's Credential is a minimum requirement for child care center directors and is renewable annually.

Renewal of the Oklahoma Director's Credential requires a participant to meet the minimum criteria of one of the five levels and complete the required number of job related renewal training hours. See specific requirements for each level on pages 4 and 5.

Directors with a Bronze, Copper, Silver, Gold, or Platinum credential may qualify for a wage supplement ranging from \$400 to \$1,200 a year.

### THE PROFESSIONAL DEVELOPMENT LADDER






The Professional Development Ladder reflects formal job related education and credentials gained through universities, 2-year colleges, technology centers, credentialing bodies, and Registry approved training sponsors. The various levels provide milestones for child care providers and connect with other areas of the state's professional development system, such as Quality Rating and Improvement System (QRIS), Scholars for Excellence in Child Care, and Oklahoma Child Care Wage Supplement Program.

The Professional Development Ladder is renewable annually. In order to renew, you must meet the criteria for a level and complete the required number of job related renewal training hours. For information on specific levels and criteria, see pages 6 and 7.

Teachers and Family Child Care Home Providers at Level 2 or above on the Professional Development Ladder may qualify for an Oklahoma Child Care Wage Supplement ranging from \$400 to \$2,000 a year.



## OKLAHOMA DIRECTOR'S CREDENTIAL CRITERIA

		LEVEL				
		BRONZE	COPPER	SILVER	GOLD	PLATINUM
	<b>GENERAL EDUCATION</b>	High School Diploma -or- GED	BS, BA <sup>3</sup> , or any advanced degree beyond bachelors level earned at a regionally-accredited college or university	3 credit hours <sup>4</sup> in English Composition I	AA, AS, AAS <sup>7</sup>	PhD, EdD <sup>1</sup> , MS, MA <sup>2</sup> , BS, BA <sup>3</sup>
	<b>EARLY CHILDHOOD EDUCATION (ECE)</b>  <b>CHILD DEVELOPMENT (CD)</b>  <b>SCHOOL-AGE (SA)</b>  <b>KNOWLEDGE &amp; SKILLS</b>	6 ECE/CD/SA credit hours <sup>4</sup> -or- CDA/CCP <sup>10</sup> -or- Oklahoma Competency Certificate in ECE <sup>13</sup>	Not required	Certificate of Mastery <sup>9</sup> -or- 9 ECE/CD/SA credit hours <sup>4</sup> -or- CDA/CCP <sup>10</sup>	12 ECE/CD/SA credit hours <sup>4</sup>	15 ECE/CD/SA credit hours <sup>4</sup>
	<b>ADMINISTRATION (ADMIN)</b>  <b>MANAGEMENT (MGT)</b>  <b>KNOWLEDGE &amp; SKILLS</b>	3 admin/mgt credit hours <sup>4</sup> -or- approved admin/mgt credential <sup>14</sup> -or- 40 admin/mgt clock-hours <sup>15</sup>	Not required	6 admin/mgt credit hours <sup>4</sup> -or- Directors' Leadership Academy I & II <sup>8</sup> -or- Director's Certificate of Completion <sup>11</sup> -or- Pathway Director Training <sup>12</sup>	6 admin/mgt credit hours <sup>4</sup> -or- Directors' Leadership Academy I & II <sup>8</sup>	9 admin/mgt credit hours <sup>4</sup>
	<b>EXPERIENCE</b>	12 months <sup>5</sup>	12 months <sup>5</sup>	9 months <sup>5</sup>	6 months <sup>5</sup>	3 months <sup>5</sup>
	<b>ANNUAL RENEWAL CLOCK-HOURS</b>	20 hours job related training <sup>6</sup>	30 hours job related training <sup>6</sup>	30 hours job related training <sup>6</sup>	30 hours job related training <sup>6</sup>	30 hours job related training <sup>6</sup>

EFFECTIVE DATE: NOVEMBER 1, 2016



## OKLAHOMA DIRECTOR'S CREDENTIAL FOOTNOTES

1. Doctoral Degree of Philosophy, Doctoral Degree of Education earned at a regionally-accredited college or university.
  2. Master Degree of Science, Master Degree of Art earned at a regionally-accredited college or university.
  3. Bachelor Degree of Science, Bachelor Degree of Art earned at a regionally-accredited college or university.
  4. Approved college credit hours must be on the Recommended Approved Coursework List ([www.cecpd.org](http://www.cecpd.org)) and be earned at a regionally-accredited college or university.
  5. Qualifying experience must be as a teacher, master teacher, family child care home primary caregiver, assistant director, or director in a licensed child care setting (30 hours per week).
  6. No more than 6 clock-hours of informal professional development is counted toward annual renewal hours. Training in the core content areas identified in "Oklahoma Core Competencies for Early Childhood Practitioners": 1) child growth and development; 2) health, safety and nutrition; 3) child observation and assessment; 4) family and community partnerships; 5) learning environments and curriculum; 6) interactions with children; 7) program planning, development and evaluation; and/or 8) professionalism and leadership. NOTE: Entry Level Child Care Training-(ELCCT) cannot be used to meet level or renewal criteria.
  7. Associate in Arts, Associate in Science, Associate in Applied Science earned at a regionally-accredited college or university.
  8. Directors' Leadership Academy is available through the Center for Early Childhood Professional Development ([www.cecpd.org](http://www.cecpd.org)).
  9. The Certificate of Mastery in child development or early childhood education is a minimum 18-credit hour certificate awarded by an Oklahoma community college.
  10. Current Child Development Associate (CDA) or Certified Childcare Professional (CCP) credential.
  11. Certificate of Completion for directors and assistant directors is issued by the Scholars for Excellence in Child Care ([www.okhighered.org/scholars/](http://www.okhighered.org/scholars/)).
  12. Early Care and Education: Director's Pathway to Program Administration is available through Oklahoma Career Technology Centers ([www.okhighered.org/scholars/career-tech.shtml](http://www.okhighered.org/scholars/career-tech.shtml)).
  13. Master Teacher or Director Competency Certificate only awarded by Oklahoma Department of Career Technology.
  14. Approved administration/management credential, such as the National Administrator Credential (NAC).
  15. Training approved through the Oklahoma Professional Development Registry, with at least 10 clock-hours in any three management core knowledge areas: Educational Programming & Family Support; Personnel & Professional Self-Awareness; Staff Management & Human Relations; Leadership & Advocacy; Program Operation & Facilities Management; Legal Management; or Fiscal Management.
- NOTE: Completion of Director's Entry Level Training (DELT) course meets 20 clock-hours of this requirement. Informal professional development is not counted toward meeting this requirement.



## OKLAHOMA PROFESSIONAL DEVELOPMENT LADDER

LEVEL	LEVEL REQUIREMENTS				ANNUAL RENEWAL CLOCK HOURS	
10	BA/BS <sup>1</sup> or above in Early Childhood Education (ECE)/ Child Development (CD)/ School-Age (SA)		-or-	BA/BS in another field (BA/BS-non) with 24 ECE/CD/SA credit hours <sup>2</sup>	 20 HRS <sup>3</sup>	
9	90 credit hours with 18 ECE/CD/SA credit hours <sup>2</sup>		-or-	BA/BS-non with 18 ECE/CD/SA credit hours <sup>2</sup>	 20 HRS <sup>3</sup>	
8	AA/AS <sup>4</sup> in ECE/CD/SA		-or-	BA/BS-non with 15 ECE/CD/SA credit hours <sup>2</sup>	 20 HRS <sup>3</sup>	
7	AA/AS-non with 15 ECE/CD/SA credit hours <sup>2</sup>	-or-	60 credit hours with 15 ECE/CD/SA credit hours <sup>2</sup>	-or-	BA/BS-non with 6 ECE/CD/SA credit hours <sup>2</sup>	 20 HRS <sup>3</sup>
6	30 credit hours with 15 ECE/CD/SA credit hours <sup>2</sup>				 20 HRS <sup>3</sup>	
5	Oklahoma Certificate of Mastery (ECE/CD) <sup>5</sup>		-or-	Tulsa Community College School-Age Certificate of Mastery	 20 HRS <sup>3</sup>	
4	Current Child Development Associate (CDA) or Certified Childcare Professional (CCP) Credential		-or-	12 credit hours <sup>2</sup> in ECE/CD/SA	 20 HRS <sup>3</sup>	
3	Oklahoma Competency Certificate (Career Tech Master Teacher ONLY) <sup>6</sup>		-or-	6 credit hours <sup>2</sup> in ECE/CD/SA	 20 HRS <sup>3</sup>	
2	3 credit hours <sup>2</sup> in ECE/CD/SA		-or-	60 clock hours of Oklahoma Professional Development Registry Approved <sup>7</sup> ECE/CD/SA training in the past 5 years	 20 HRS <sup>3</sup>	
1	12 clock hours of ECE/CD/SA training <sup>3</sup> in the past 12 months				 12 HRS <sup>3</sup>	

EFFECTIVE DATE: JANUARY 1, 2016



## OKLAHOMA PROFESSIONAL DEVELOPMENT LADDER FOOTNOTES

1. Bachelor Degree of Arts, Bachelor Degree of Science.
2. College credit hours must be on the Recommended Approved Coursework List ([www.cecpcd.org](http://www.cecpcd.org)) and be earned at a regionally accredited college or university.
3. No more than 6 hours of informal professional development are counted toward both initial and renewal hours. Training in the core content areas identified in "Oklahoma Core Competencies for Early Childhood Practitioners." 1) child growth and development; 2) health, safety and nutrition; 3) child observation and assessment; 4) family and community partnerships; 5) learning environments and curriculum; 6) interactions with children; 7) program planning, development and evaluation; and/or 8) professionalism and leadership.
4. Associate Degree of Arts, Associate Degree of Science.
5. The Certificate of Mastery in child development or early childhood education is a minimum 18 credit hour certificate awarded by an Oklahoma community college.
6. Master Teacher Competency Certificate only awarded by Oklahoma Department of Career Technology.
7. Training approved through the Oklahoma Professional Development Registry (OPDR) ([www.cecpcd.org](http://www.cecpcd.org)). All OPDR approved training is tied to the "Oklahoma Core Competencies for Early Childhood Practitioners."  
NOTE: Informal professional development is not counted toward meeting this requirement.



# TRAINING OPPORTUNITIES

## STATEWIDE TRAINING CALENDAR

You can use the Registry's statewide training calendar ([www.okregistry.org](http://www.okregistry.org)) to search for events in your area or courses available online that will fulfill your professional development goals. You can search by keyword, geographic area, core competency and other criteria.



**Formal Approved**

To find formal training, look for the CECPD Formal Approved logo when you are searching the statewide training calendar at [www.okregistry.org](http://www.okregistry.org)

The screenshot shows the Oklahoma Professional Development Registry website. At the top, there's a navigation bar with links for Home, Register, Find Training, and Contact. Below the header, a welcome message says 'Welcome to the Oklahoma Professional Development Registry!' and prompts the user to log in. The main section is titled 'Statewide Training Calendar' and includes a search bar with filters for Course Title, Event ID, Trainer Name, Sponsor Name, From Date, To Date, Training Location (City, Zip Code), Training Content, Training Type, Training Fee, and Target Audience. A specific training event is highlighted: #263688 CDA 1, Tuesday, October 20 - Tuesday, December 1, 2020, 06:30 PM - 09:30 PM, 36.00 hours, Fee \$139.00. The event location is Tulsa Lemley Memorial Campus Bldg #6, 3420 South Memorial, Tulsa, OK 74145. The primary trainer is Kerby bunch.

## SCHOLARS FOR EXCELLENCE IN CHILD CARE

NEED ADDITIONAL EDUCATION TO QUALIFY FOR A WAGE SUPPLEMENT?

SCHOLARS FOR EXCELLENCE IN CHILD CARE MAY HAVE THE ANSWER

[www.okhighered.org/scholars](http://www.okhighered.org/scholars)



If you need more education to qualify for the Oklahoma Child Care Wage Supplement Program or move up the scale, the Scholars for Excellence in Child Care program may be able to help.

The Scholars program provides eligible child care professionals in Oklahoma with an opportunity to attend a technology center or community college to further their education while earning a Child Development Associate (CDA) Credential, Certificate of Mastery, Director's Certificate of Completion, and/or an associate degree in child development or early childhood education.

For more information, visit [www.osrhe.edu/scholars](http://www.osrhe.edu/scholars) or call 1-866-343-3881 (toll-free) or 405-225-9395.



# OKLAHOMA CHILD CARE WAGE SUPPLEMENT

## PROGRAM OVERVIEW

Oklahoma Child Care Wage Supplement provides professional development and longevity salary supplements to child care program personnel, directors and family child care home providers working with young children in quality licensed programs. The program is designed to promote professional development, education and longevity by rewarding ongoing learning and strong stable relationships provided to children with continuity of care through a high-quality responsive workforce. The Oklahoma Child Care Wage Supplement program is offered statewide with funding provided by Oklahoma Department of Human Services, Division of Child Care Services.

## PROGRAM GOALS

Oklahoma Child Care Wage Supplement is a collaborative effort committed to the following outcomes:

- Enhance a high-quality workforce through professional development and education.
  - Ensure quality of care by rewarding child care program personnel, directors and family child care home providers providing quality experiences in a consistent and stable environment.
  - Reduce turnover of child care program personnel, directors, and family child care home providers by offering wage supports for continuity of care at the same program.
- » Go to [www.cecpd.org](http://www.cecpd.org) for information on specific wage supplement levels.

## OKLAHOMA CHILD CARE WAGE SUPPLEMENT PROGRAM GENERAL REQUIREMENTS

If you and your facility meet ALL of the following requirements, you may be eligible for a salary supplement ranging from \$400 to \$2000 per year.



### FACILITY

- ☐ My facility is a DHS licensed early care and education facility One Star Plus or higher



### POSITION

- ☐ I am a **Teacher** or **Family Child Care Home Provider** and I have a current Oklahoma Registry Professional Development Ladder certificate, Level 2 or above

~or~

- ☐ I am a **Director** or **Assistant Director** and I have a current Bronze, Copper, Silver, Gold, or Platinum Oklahoma Director's Credential

- ☐ I am a **Teacher** or **Family Child Care Home Provider** and I work a minimum of 30 hours per week in the classroom with children

~or~

- ☐ I am a **Director** or **Assistant Director** and I work a minimum of 30 hours per week in the facility performing administrative duties

- ☐ I am employed at my child care facility, and I have worked a continuous 6-months at this same facility before the date of this application

## TEACHER AND FAMILY CHILD CARE HOME SCALE

Teachers and Family Child Care Home providers may receive a wage supplement based on their Professional Development Ladder (PDL) level. Please see below for the amount per year.

PROFESSIONAL DEVELOPMENT LADDER	OKLAHOMA CHILD CARE WAGE SUPPLEMENT PROGRAM
LEVEL	AMOUNT PER YEAR*
10	\$2,000 ANNUALLY
9	\$1,600 ANNUALLY
8	\$1,400 ANNUALLY
7	\$1,200 ANNUALLY
6	\$1,000 ANNUALLY
5	\$800 ANNUALLY
4	\$600 ANNUALLY
3	\$500 ANNUALLY
2	\$400 ANNUALLY
1	LEVEL 1 IS NOT ELIGIBLE

EFFECTIVE DATE: JANUARY 1, 2021

\*The full annual supplement is contingent upon completion of two six-month periods. One-half of the annual amount is issued after each period if the participant meets program requirements.



## DIRECTOR AND ASSISTANT DIRECTOR SCALE

Directors and Assistant Directors may receive a wage supplement based on their Oklahoma Director's Credential (ODC) level. Please see below for the amount per year.

OKLAHOMA DIRECTOR'S CREDENTIAL	OKLAHOMA CHILD CARE WAGE SUPPLEMENT PROGRAM
LEVEL	AMOUNT PER YEAR*
<b>PLATINUM</b> Platinum Director's Credential	\$1,200 ANNUALLY
<b>GOLD</b> Gold Director's Credential	\$1,000 ANNUALLY
<b>SILVER</b> Silver Director's Credential	\$800 ANNUALLY
<b>COPPER</b> Copper Director's Credential	\$600 ANNUALLY
<b>BRONZE</b> Bronze Director's Credential	\$400 ANNUALLY

EFFECTIVE DATE: JANUARY 1, 2021

\*The full annual supplement is contingent upon completion of two six-month periods. One-half of the annual amount is issued after each period if the participant meets program requirements.



## CONTACT INFORMATION

Oklahoma Child Care Wage Supplement Program and The Oklahoma Registry are programs of Oklahoma Department of Human Services, Division of Child Care Services. For more information or to apply online, go to [www.okregistry.org](http://www.okregistry.org), or contact:

CENTER FOR EARLY CHILDHOOD PROFESSIONAL DEVELOPMENT  
 University OUTREACH, College of Continuing Education  
 The University of Oklahoma  
 1801 North Moore Ave., Moore, OK 73160  
 switchboard: (405) 799-6383  
 toll-free: 1-888-446-7608  
 fax: (405) 799-7634  
[www.cecpd.org](http://www.cecpd.org)  
[www.okregistry.org](http://www.okregistry.org)



This publication, printed by the Center for Early Childhood Professional Development, is issued by the University of Oklahoma. 500 copies have been prepared and distributed at a cost of \$1,500.00.

The University of Oklahoma is an equal opportunity institution.  
 Printed November 2020