NORTH
Dakota | Health & Human Services
Be Legendary.

Early Childhood Workforce Registry

Training Levels – Descriptions and Definitions

Level 1

Bloom's Taxonomy	Remember and understand
Target Audience	Individuals who are: • Interested in general or foundational information on an early childhood concept • Interested in progressing through Career Pathways placement in Categories A-D
Hours and Registry Tracking	• Must be submitted by an **organization** approved by the Registry as a training sponsor • Minimum one (1) clock hour • Registry tracks event topic, date/time, clock hours, instructor, and attendance • A unique Registry Event ID # is assigned • Sponsor verifies attendance and is responsible to award clock hours • Clock hours appear on attendee's Registry record and DHHS Licensing Training Record
Purpose and Outcome	• Introductory presentation of early childhood concepts • Applies to Categories B - D on the Career Pathways • Assorted topics delivered as stand-alone training

Instructional Design	• Content must be directly applicable to the care and education of children ages 0-8 years in group childcare settings
	• Must support ND Core Competencies
	• Includes at least one learning objective. Learning objectives address Bloom's levels "remember and understand."
	• Delivery is typically lecture or other method that places most responsibility on the instructor to deliver information
	• Attendees are expected to remember and understand course content
	• **Web-based Level 1**: May be self- paced but must include methods for:
	    ❖Attendee to demonstrate understanding of material presented
	    ❖Verifying attendee's presence throughout the entire training

Assessment	• Clock hours are awarded • Assessment may be a self-reflection or multiple-choice quiz. • Rubric not required **NOTE**: *An evaluation asking attendees to give feedback on their perception of the training, trainer, and training ideas is not a learning assessment.*

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Trainer/Instructor Requirements	• Pre-approval not required. • Trainer must have current professional qualifications in content area and provide documentation of qualifications as part of submitting the course event for approval. • *Trainers and training for state-required training such as Safe Sleep must meet specific qualifications*
Training Sponsor Organization	Must adhere to all terms and conditions of the signed Registry Training Sponsor Agreement.

Level 2

Bloom's Taxonomy	Apply and analyze
Target Audience	Individuals who are: • Moving forward on the Career Pathway toward Categories B-F. • Learning more about the Early Childhood concepts and practices. • Committed to growing their own skills to provide quality programming for young children • Working toward professional designation, certification, and qualifications
Hours and Registry Tracking	• Must be submitted by an **organization** approved by the Registry as a training sponsor. • Minimum two (2) clock hours • Registry tracks event topic, date/time, clock hours, instructor, and attendance • A unique Registry Event ID # is assigned. • Sponsor verifies attendance and is responsible to award clock hours • Clock hours appear on attendee's Registry record and DHHS Licensing Training Record
Purpose and Outcome	• Professional learning for career development • Focused on the standards that define quality practices in Early Childhood. • Leads to advancement in Categories B-F on the Career Pathway • Intentional training taken as part of a professional development plan.
Instructional Design	• Aligns with professional standards. • Content is based on foundational child development/early learning science. • Incorporates adult learning principles. • Includes at least two (2) measurable Learning Objectives that address Bloom's levels "apply and analyze." • Learning activities align with Learning Objectives and focus on applying course concepts to practice. • Includes interactive strategies to engage attendees in learning and practicing course concepts. • Accountability of learning is required • Attendees are actively engaged in their own learning. • Instructor provides feedback to foster continual improvement. • Requires instructor interaction and engagement.

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Assessment	Pre and/or post test
	• Requires proficiency-based assessment that includes:
	❖**Learning**: Ability to understand, apply, and analyze the content presented in the training by measuring knowledge.
	❖**Performance**: Ability to demonstrate and/or perform the skills presented in the training to a specified level of competency.
	• Proficiency is evaluated using a rubric or other objective tool. Rubric must be submitted for approval.
Trainer/Instructor Requirements	• Trainer must be currently approved as an Early Childhood Instructor or Content Specialist
	• Documentation of the trainer's professional qualifications in the content area must be on file and verified as part of trainer's account.
	• The instructor must include an attendee interaction plan regardless of training delivery type. (Web-based, classroom, correspondence)
	❖ Must verify attendee's presence throughout the entire training.
Training Sponsor Organization	Must adhere to all terms and conditions of the signed Registry Training Sponsor Agreement.

Level 3

Bloom's Taxonomy	Evaluate and create
Target Audience	Individuals who are:
	• Seeking a higher education certificate or a degree or Minor in Early Childhood/Child Development
	• Completing Continuing Education hours to maintain a teaching license
	• Interested in higher level, more rigorous courses
	• Seeking Career Pathways placement in Categories G-J
	• Completing ECE credits to enhance an unrelated degree
Hours and Registry Tracking	• The Registry does not pre-approve for-credit courses
	❖ For-credit courses are entered on individual records and applied toward Career Pathways placement after-the-fact.
	• Reported as clock hours equivalent to semester credits. One semester credit = 15 clock hours.
	• Official transcript must be sent directly to the Registry from the higher education institution that issued the credits/degree
	• Institution verification of accreditation by the US Department of Education
	• Only coursework specific to the development and learning of children 0-8 years of age are applied
	• Appears on attendee's Registry record and DHHS Licensing Training Record as "Level 3 For-credit"
Purpose and Outcome	• Higher education coursework toward a degree
	• Designed to meet a program of study defined by the college/university
	• May articulate to degree programs at other higher ed institutions

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Purpose and Outcome	• Applies toward placement in Career Pathways placement in Categories B-J • Qualifications for positions such as program director, lead teacher in Head Start or accredited program, etc. • Clock hours accepted for both license renewal and professional development • Supports NAEYC Power to the Profession ECE II and III.
Instructional Design	As determined by the college or university.
Assessment	As determined by the college or university.
Trainer/Instructor Requirements	Master's degree or higher in subject area, or as determined by the college or university.
Training Sponsor Organization	Must be an accredited higher education institution.

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