All In For Kansas Kids

Strengthening Early Childhood in Kansas

WEBINAR OCTOBER 14, 2026

AD ASTRA PER ASPERA
Kansas
Children's Cabinet and Trust Fund

WELCOME

- 2026 Webinar Series
  - Held on the 2nd Wednesday of the month
- Sign up to receive our All In For Kansas Kids e-Newsletter on the Children's Cabinet website – **http://www.kschildrenscabinet.gov/**
- Sherron Field, Career Pathway Coordinator at KCCTO presenting on the Career Pathway and Kansas and Early Childhood Education Systems
- EC Systems Updates
- Reminders & Next Steps

Agenda

2026 Webinar Schedule

~~January **OFF**~~
~~February 11th~~
~~March 11th~~
~~April 8th~~
~~May 13th~~
~~June 10th~~
~~July 8th~~
~~August 12th~~
~~September 9th~~
~~October 14th~~
November 4th
December 9th

Career Pathway and Kansas ECCE Systems

October 2026

KANSAS EARLY CHILDHOOD

Career Pathway

KANSAS EARLY CHILDHOOD

CareerPathway

GOAL:

*To develop a **robust career pathway** for Early Childhood Care and Education (ECCE) professionals that is meaningful, consistently available, and applied across all ECCE programs (including child care centers, licensed and group child care homes, preschools, Head Start, and school age programs) throughout Kansas. The Career Pathway will offer a **high-level roadmap** to advancing roles or expertise within the profession tied to opportunities to earn increased compensation.*

Supporting Partners

KCCTO
Kansas Child Care Training Opportunities

Kansas State University
College of Health and Human Sciences

Kansas
Office of Early Childhood

Key Features of the Revised Career Pathway Tool

Career Development **Point System**

Points and levels increase as knowledge, skills, credentials and/or degrees are attained

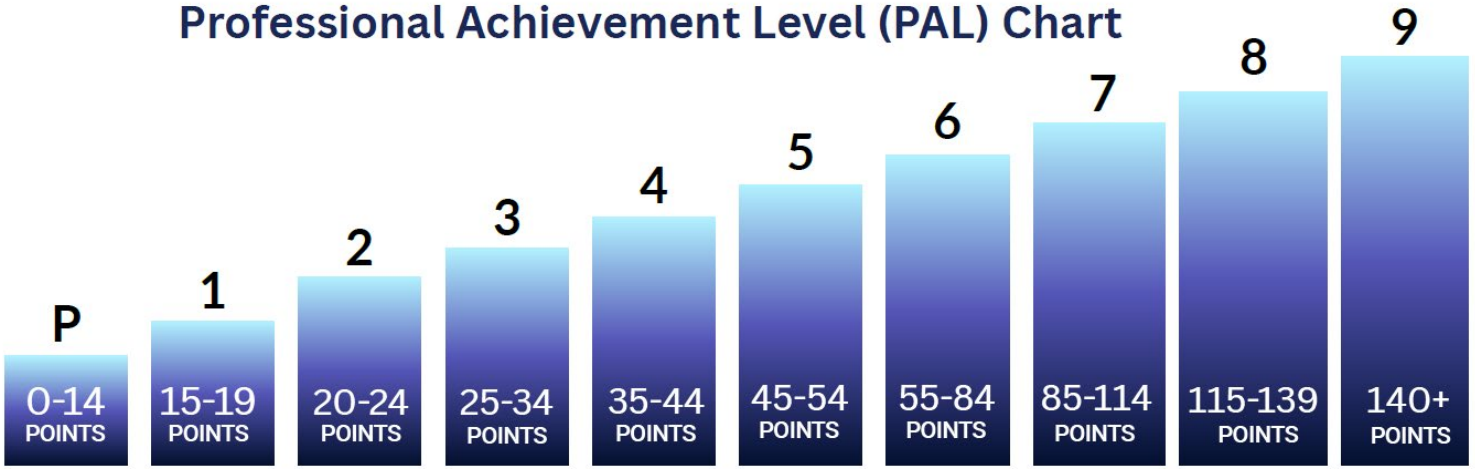
Inclusive framework ensures that everyone in the early childhood workforce belongs (added levels for advanced degrees + additional credentials)

Incorporates Individualized Professional Development Plan **(IPDP)**

KANSAS EARLY CHILDHOOD

CareerPathway

Professional Achievement Level (PAL) Chart



Key Components

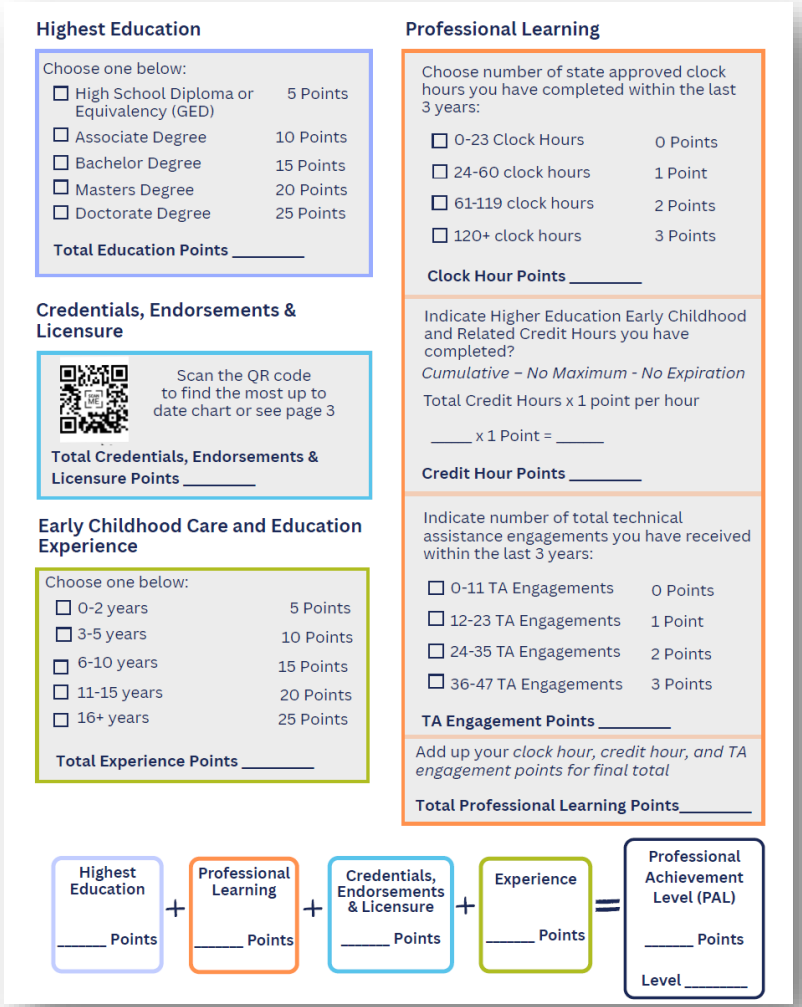
- **Professional Learning:** The professional credit and non-credit learning opportunities you complete such as state approved trainings, college course and technical assistance engagements.

- **Highest Education:** The highest completed degree including high school diploma or GED equivalent.

- **Credentials/Endorsements & Licenses:** The formal recognition or verification of knowledge, specialized skills, and authorization to provide care or education that meets state and professional standards.

- **Experience:** The time you spend working directly with children and families or in a related role. This time can be completed as volunteer hours. 1 year of experience is equal to 1,650 hours with children or working in a related role.

Calculating Your Points



Highest Education

Choose one below:

- ☐ High School Diploma or Equivalency (GED) — 5 Points
- ☐ Associate Degree — 10 Points
- ☐ Bachelor Degree — 15 Points
- ☐ Masters Degree — 20 Points
- ☐ Doctorate Degree — 25 Points

Total Education Points _____

Credentials, Endorsements & Licensure

Scan the QR code to find the most up to date chart or see page 3

Total Credentials, Endorsements & Licensure Points _____

Early Childhood Care and Education Experience

Choose one below:

- ☐ 0-2 years — 5 Points
- ☐ 3-5 years — 10 Points
- ☐ 6-10 years — 15 Points
- ☐ 11-15 years — 20 Points
- ☐ 16+ years — 25 Points

Total Experience Points _____

Professional Learning

Choose number of state approved clock hours you have completed within the last 3 years:

- ☐ 0-23 Clock Hours — 0 Points
- ☐ 24-60 clock hours — 1 Point
- ☐ 61-119 clock hours — 2 Points
- ☐ 120+ clock hours — 3 Points

Clock Hour Points _____

Indicate Higher Education Early Childhood and Related Credit Hours you have completed?

Cumulative – No Maximum - No Expiration

Total Credit Hours x 1 point per hour

_____ x 1 Point = _____

Credit Hour Points _____

Indicate number of total technical assistance engagements you have received within the last 3 years:

- ☐ 0-11 TA Engagements — 0 Points
- ☐ 12-23 TA Engagements — 1 Point
- ☐ 24-35 TA Engagements — 2 Points
- ☐ 36-47 TA Engagements — 3 Points

TA Engagement Points _____

Add up your *clock hour, credit hour, and TA engagement points for final total*

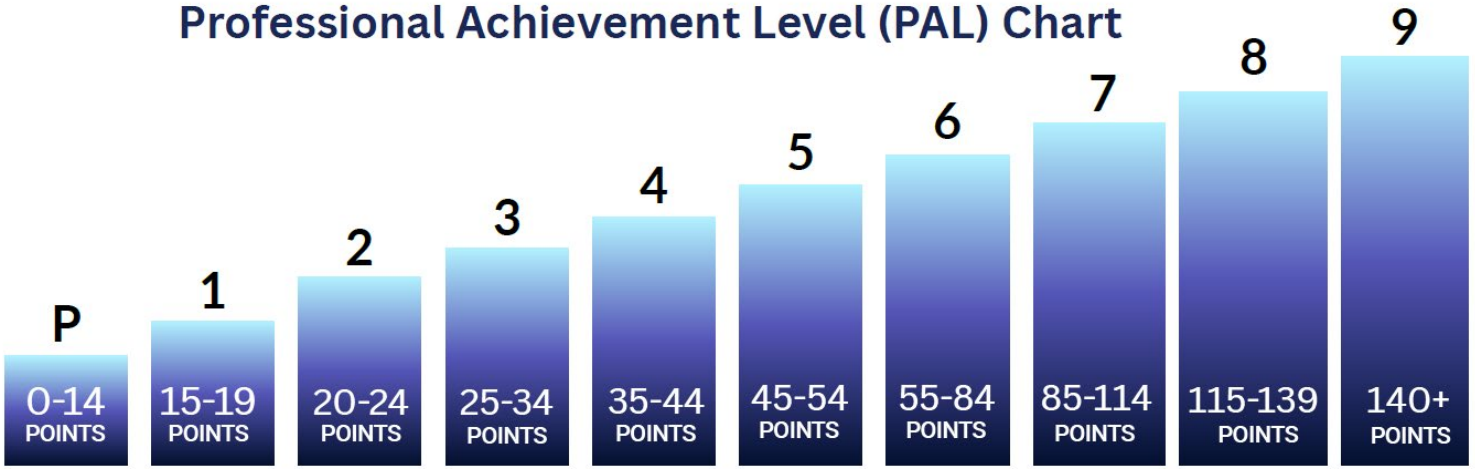
Total Professional Learning Points_____

Highest Education _____ Points + **Professional Learning** _____ Points + **Credentials, Endorsements & Licensure** _____ Points + **Experience** _____ Points = **Professional Achievement Level (PAL)** _____ Points Level _____

KANSAS EARLY CHILDHOOD

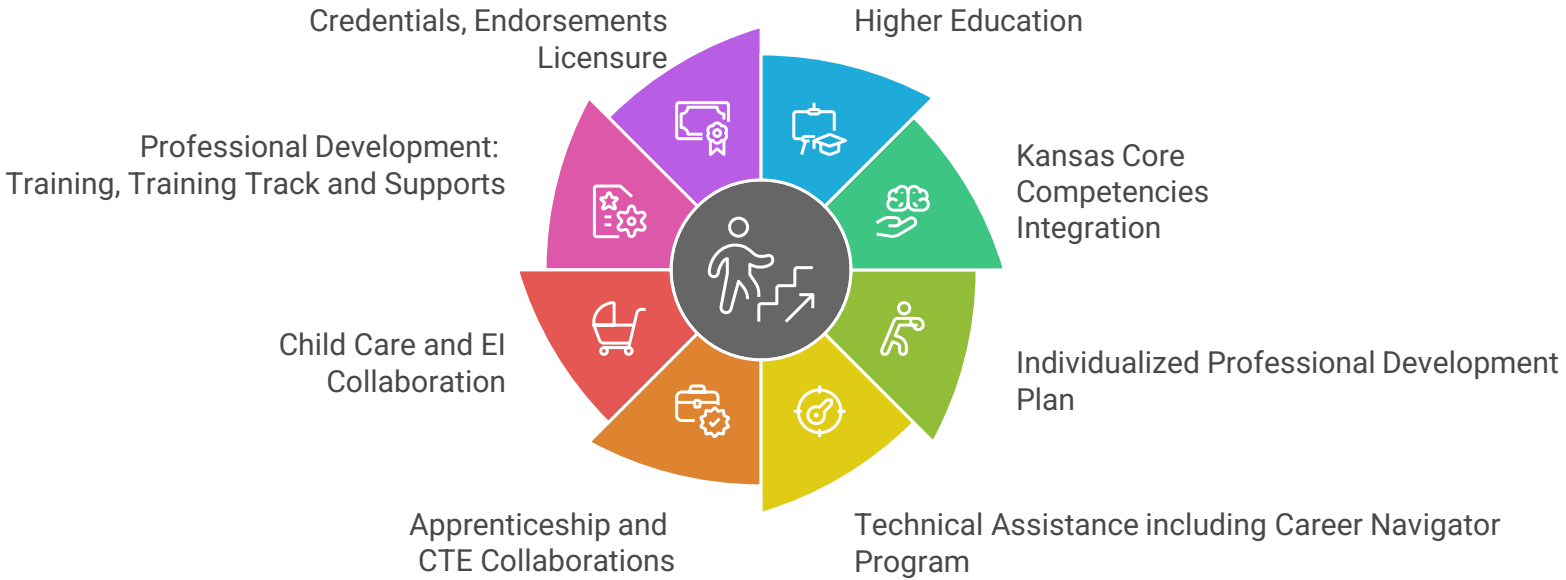
CareerPathway

Professional Achievement Level (PAL) Chart



KANSAS EARLY CHILDHOOD
Career Pathway

Comprehensive Career Development Overview



Cape (State Early Childhood Data System) and Financial Supports (Scholarships, Grants)

Professional Learning: Clock Hour Trainings

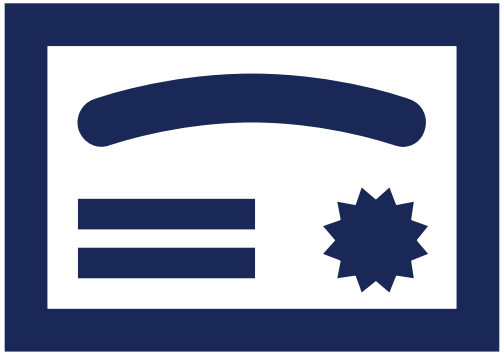
- In-Person Professional Development Events
- Conferences
- Asynchronous and Live Virtual courses

Career Pathway Specific Trainings

- ***Elevate Your Career: Professional Growth Experience***
- ***Confident and Capable: Soft Skills That Strengthen Your Workday***

Credentials, Endorsements and Licensure

- Continual updates on available Credentials and Endorsements
- Supporting Early Childhood Licensure through the Higher Education Collaboration

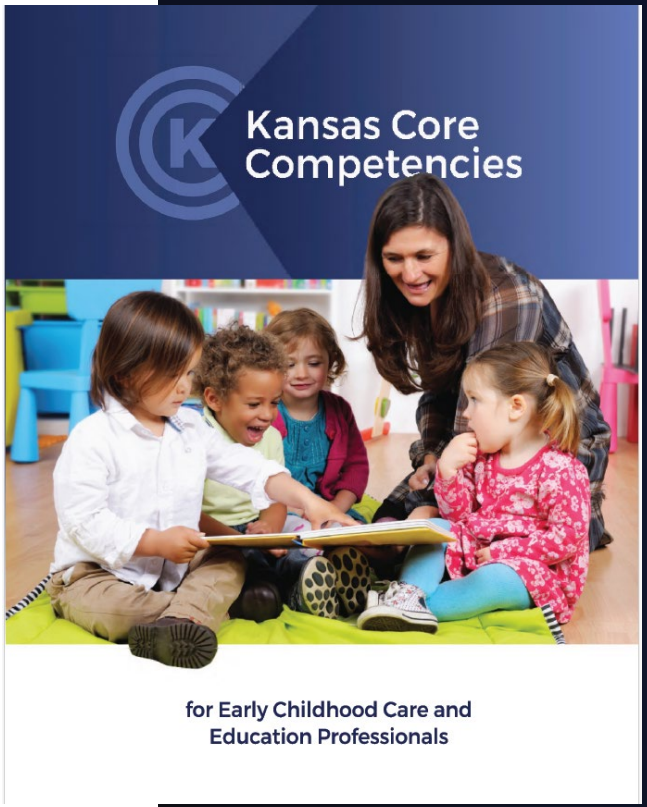


Higher Education Integration

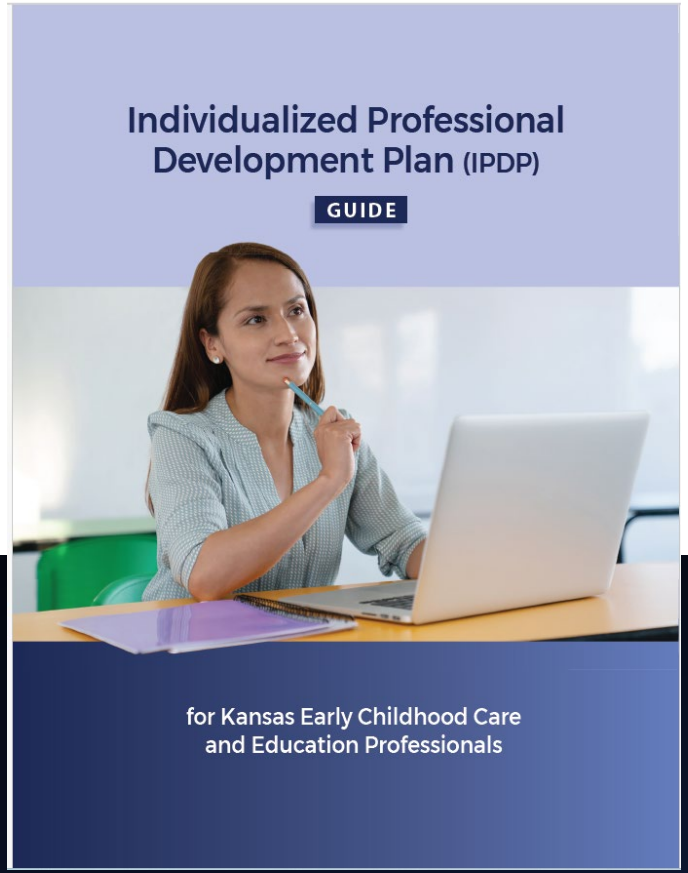
- Monthly ECCE Higher Ed Collaborative meetings
- Core Competency alignment with coursework
- Credit for Prior Learning (CPL) initiative
- Articulation efforts across Institutions of Higher Education
- Apprenticeship Programs

Kansas Core Competencies for Early Childhood Care and Education Professionals

- Foundation for knowledge and skill building with the ECCE workforce
- Foundation of the self-assessment for the Individualized Professional Development Plan (IPDP)
- Integration into professional learning system



Individualized Professional Development Plan (IPDP)



Technical Assistance Systems

Career Navigation

Launched Jan 2025

Facilitates *Elevate Your Career* course

Provides Coaching and Career Planning

Supports Retention and Advancement

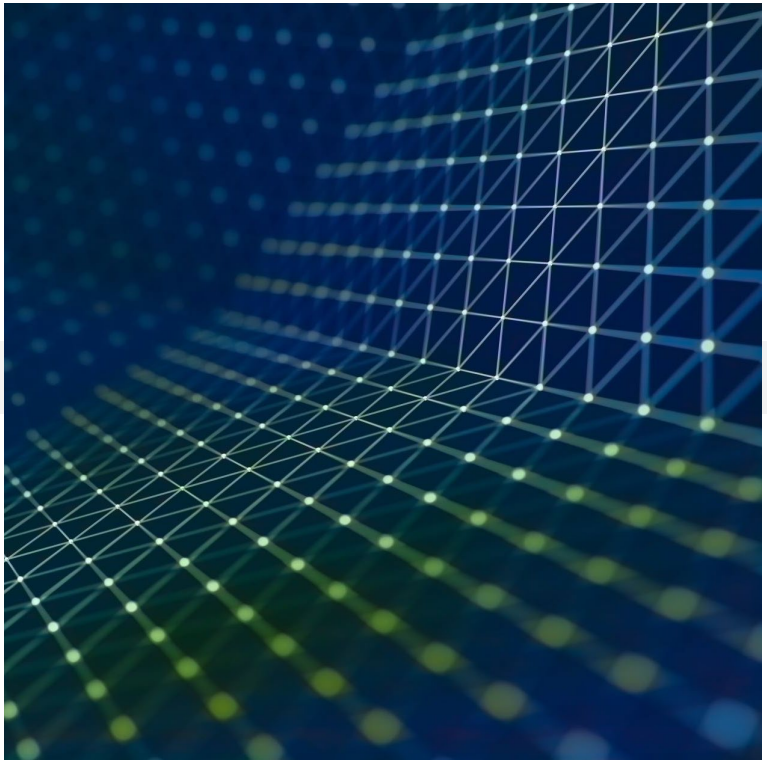
Active in Regional and IHE Partnerships

Collaborations that Support System Growth

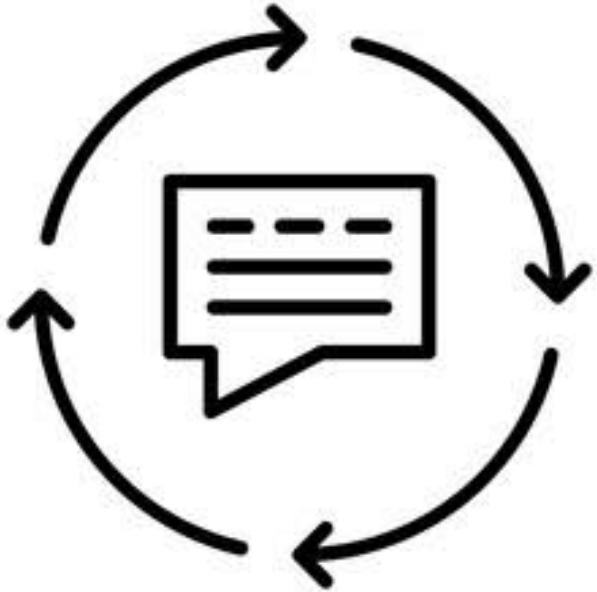
Apprenticeships

Career and Technical Education (CTE)

Early Intervention (EI)



Continual Feedback Loops: Centering the Workforce Voice



To learn more and keep up to date visit:

Kansas Career Pathway

Connect with the Career Pathway Team:

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Jennifer McWilliams jlmcwilliams@ksu.edu

kccto.org/career-pathway-ecce

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Kansas Office of Early Childhood

All In For Kansas Kids

Early Childhood Systems Updates

KOEC Regional Roundtables

KOEC is Going on the Road!

Join KOEC Director Christi Smith in a region near you for a conversation around early childhood in your community.

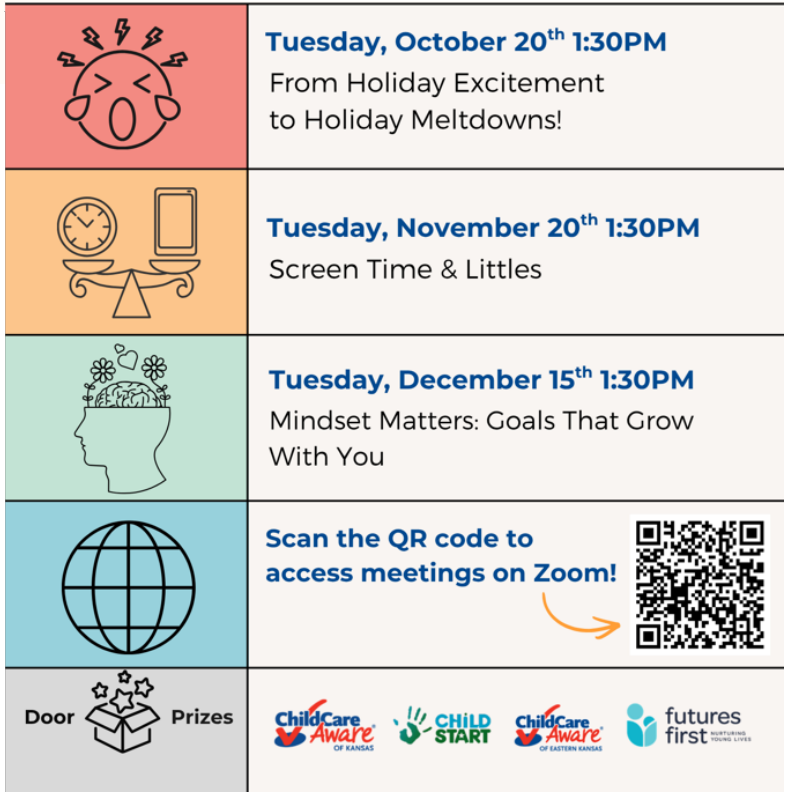
Share what's working well, what challenges you are still facing, and how KOEC can support local families with young children.

- All Roundtables are **5:30 – 7:00pm**
- Advance registration is encouraged but walk-ins are also welcome

GROWING MINDS GATHERINGS

Growing Minds Gathering is for anyone who spends time with children!

- Join us for real conversations, practical ideas, helpful resources, and supports you can use!
- No license, title, or experience needed, just a desire to help children thrive!
- Meetings being held on Zoom



EC Resources

ACCESSIBLE PLAY – DISCOVER. EXPLORE. PLAY.

Presented by Assistive Technology for Kansans and Family Infant-Toddler Services

- Friday, October 16th from 10am to 1pm
- Held at the Kansas State School for the Blind

EC Resources

NOVEMBER AIFKK WEBINAR

Next month's webinar had to be moved from the 11th to the 4th due to Veteran's Day!

- When this change was made on the Cabinet Zoom it did not adjust your own personal calendars so you will have to manually move this webinar to reflect the correct date
- The same link from the November 11th calendar event will work on the 4th
- **November's Webinar Presentation:** Child Care Quality Improvement & Support

Important Reminder!

REMINDERS AND NEXT STEPS

- **Early Childhood Systems Building Webinar**

  Wednesday, November 4th – 12 pm-1 pm

- **Children's Cabinet Meeting**

  Friday, December 4th – 9 am-12 pm

You can find **all** these meetings and more on our Children's Cabinet YouTube channel!

Stay Connected!

Stay Up to Date

- ALL IN FOR KANSAS KIDS NEWSLETTER
- KANSASCHILDRENSCABINET
- ALL IN FOR KANSAS KIDS FACEBOOK

Thanks!