



**1441 Early Childhood Education – Publicly Funded Prekindergarten Programs – Alterations**  
**Career Ladder Levels and Pathways for Early Childhood Educators in PreK – in Eligible Private Provider Settings**  
**Summary for the Joining Voices Community**  
 Based on bill text available March 27, 2024

Level 1: Early Childhood Teaching Assistant	Level 2: Prekindergarten Lead Teacher	Level 3: Early Childhood Consulting Teacher
<p>Hold a high school diploma <b>AND</b></p> <p>By July 1, 2027 be a part of one of these pathways:</p> <ul style="list-style-type: none"> <li>• Earn a CDA <b>OR</b></li> <li>• Earn an AA <b>OR</b></li> <li>• on July 1, 2024 have documented ECE experience for 15 years for at least 20 hours per week and 180 days per year</li> </ul>	<p>Hold a BA degree in ECE [or a related field] from one of these pathways:</p> <ul style="list-style-type: none"> <li>• from an institution of higher education in the US, recognized by the US Department of Education <b>OR</b></li> <li>• From an institution of higher education in another country, with that degree verified by an agency approved by MSDE <b>AND</b> a minimum CLASS assessment score as determined by MSDE <b>OR</b></li> <li>• Hold a BA in a subject other than ECE <b>AND</b> earn an AA in ECE by July 1, 2030 <b>AND</b> a minimum CLASS assessment score as determined by MSDE <b>OR</b></li> <li>• On July 1, 2024 have documented ECE experience for 10 years for at least 20 hours per week and 180 days per year <b>AND</b> a minimum CLASS assessment score as determined by MSDE</li> </ul>	<ul style="list-style-type: none"> <li>• Be a Prekindergarten Lead Teacher <b>AND</b></li> <li>• Beginning in the 2027-28 school year hold or be pursuing early childhood education certification <b>AND</b></li> <li>• Be able to lead other early childhood educators <b>AND</b></li> <li>• Be able to demonstrate skills and knowledge to mentor other teachers and assistant teachers <b>AND</b></li> <li>• Supervise and support lead teachers in the work of developmentally appropriate practice</li> </ul>

**Developing pathways**

The Maryland Educator Shortage Reduction Act of 2023 requires MSDE, in cooperation with institutions of higher education and other stakeholders, to establish a viable alternative pathway to certification. HB 1441 is an important package of next steps to build on that work. Importantly, the Maryland Educator Shortage Reduction Act of 2023 allows for practicum to be done in an educator’s own program – whether that is their own family child care or a center classroom where they already work. This can happen *if* the college chooses this, *and* it is approved by the MSDE Superintendent.