

HOW TO BECOME AN EARLY CHILDHOOD EDUCATOR IN DETROIT

From Interest to Job Search (Current State)

1

CANDIDATES ARE INTERESTED*



Always cared about children and wanted to make career of it



Heard about opportunity from friend



Found jobs available



Referred to job by placement office at school or career center



Had temporary work at early learning center

*Source: Interviews with Detroit current students and early educators, conducted by EarlyWorks, Inc. in January and February 2016.

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CANDIDATES PREPARE & GET CERTIFIED*

Child Development Associate (CDA) Certificate

- Nationally recognized certification
- Requires 480 hours of experience working with children
- Requires 120 clock hours of training, which can be obtained at community colleges or through other training organizations
- T.E.A.C.H. scholarships available



▶ Attainable through online coursework, too!

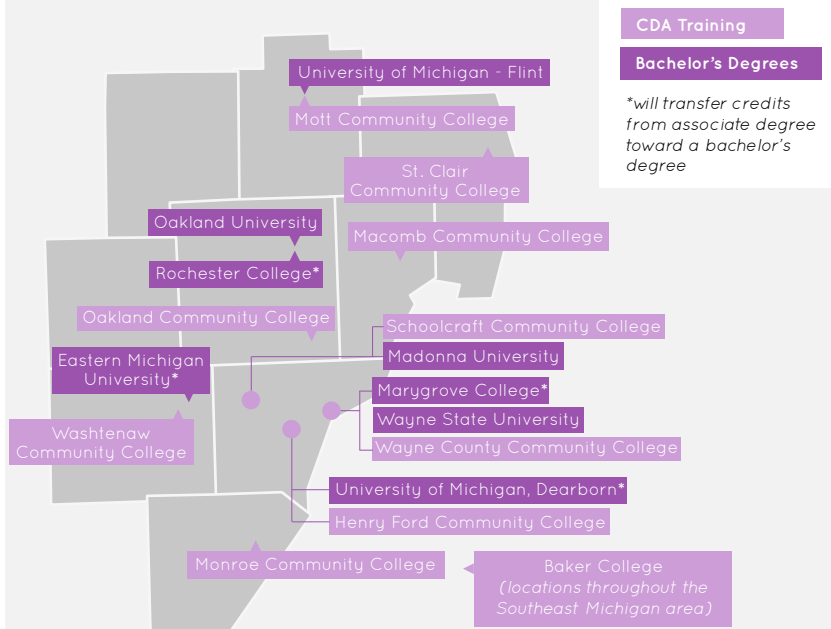
Child Care & Development Associate Degree

- Ranges from 60 to 72 credit hours depending upon the program
- Most community colleges or universities offer CDA training classes that meet the requirements of the Council for Professional Recognition as well as the associate degree

Bachelor's Degree in Early Childhood Education

- Usually earned at a four-year institution
- 25 educational institutions in Michigan offer this degree: <http://bit.ly/1ogaCLU>
- Articulation agreements with 11 four-year colleges and universities in Michigan allow providers working in the field of early childhood to transfer credits earned from a community college and apply them toward a bachelor's degree

Southeast Michigan Institutions That Offer Early Childhood Education Training



*Source: Michigan Department of Education

HEAD START SEEKS CANDIDATES*

This process map is a generalized compilation from EarlyWorks, Inc.'s interviews with many of the Detroit Head Start programs. Each program's process varies. Information shared is an aggregated view and does not contain individual agency-level details.

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JOB ANNOUNCEMENT SHARED



Online job boards



With local colleges/universities



Onsite at Head Start Agency



On Head Start Agency websites



Word-of-mouth referrals



Share with parents



Recruit from intern pool

4

SUBMITTED RESUMES SCREENED

- Candidates must have requisite education + experience
- Teachers must have bachelor's degree in early childhood + 2 years' experience
- Assistant teachers must have associate degree + 1 year experience

► Education + experience varies somewhat among the grantees (based on internal performance standards).

ONLY A LOW PERCENTAGE OF APPLICANTS MEET EDUCATION AND EXPERIENCE REQUIREMENTS.

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INTERVIEWS SCHEDULED

- A team of staff (and sometimes parents) participate in interviews
- Team uses a rating system with each interviewed candidate
- The candidate who scores highest is chosen to fill the position



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CANDIDATE APPROVED

Policy Council must approve (be made aware of) the chosen candidate before an offer is made

7

OFFER EXTENDED

A provisional offer is made to the selected individual

8

PRE-EMPLOYMENT REQUIREMENTS

The following requirements must be completed before a new hire can start:

- Background checks
- Internet Criminal History Access Tool (ICHAT)
- Transcripts
- Letter of recommendation

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CANDIDATE IS OFFICIALLY HIRED

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ORIENTATION & TRAINING

- On the start date, the new hire receives an agency orientation
- The new hire also receives a training orientation from the education or center manager

► PROFESSIONAL DEVELOPMENT

Professional development plans vary among the Head Start grantees and are based on Michigan child care licensing rules, Office of Head Start regulations and internal policies.

Some but not all of the Head Start programs offer tuition reimbursement to their employees to pursue additional/advanced degrees.

*Source: Interviews by EarlyWorks, Inc., with hiring personnel at Detroit Head Start Birth-to Five agencies in January and February 2016.