

New York State Training and Technical Assistance Professional Credential Professional Development Specialist Self-Assessment

As an applicant or a holder of the T-TAP Professional Development Specialist, you need to have knowledge, skill, and professional experience in the Core Competency Areas in which you train. Use this tool to help you evaluate your competence across the 7 [Core Body of Knowledge](#) (CBK) areas and identify strengths and growth opportunities.

Use the information you gather from completing this self-assessment to:

1. Identify the areas in which you are currently well-prepared to provide training services.
2. Identify areas of strength and growth opportunities and use this information to create a [Personal Professional Development Plan](#).

Assessment Step 1: Review Each Section

There are 7 sections, each aligned with CBK areas. Each section includes:

- Core Knowledge (what you understand)
- Essential Skills (what you can do)
- Habits of Mind and Dispositions (how you approach your work)
- Primary Competencies (complex bundles of knowledge, skills and behaviors; descriptors outline specific components of each core competency)

Assessment Step 2: Complete the Self-Assessment

Work systematically through each section. Read each descriptor carefully and make a note of areas of strengths and areas of opportunity.

Applicants must:

- Assess Core Competency Area 1: Child Development Learning In Context
- Choose a minimum of one personal strength Core Competency Area
- Choose a minimum of one personal growth Core Competency Area

For each Core Competency:

- Rate your personal level of knowledge of the core competency ([Appendix A](#))
- Reflect on your experience implementing that core competency as an early childhood educator responsible for the direct care and teaching of young children. ([Appendix B](#))
- Note how recently and how often you have been training on that core competency. ([Appendix C](#))
- Indicate your presentation comfort level by learner to train the primary competencies. ([Appendix D](#) & [Appendix E](#))

Assessment Step 3: Use the Results

- Identify areas you are well Prepared to train
- Identify strengths and growth opportunities
- Create a [Personal Professional Development Plan](#)

Assessment Step 4: (For T-TAP Applicants):

- Upload the completed self-assessment in to your Written Reflection Application)

Practical Tips

- Be honest and specific - this is for growth, not evaluation.
- Use the CBK descriptors as your guide.
- Document examples of your experience (e.g. "I've trained on observation and assessment for 5 years").
- For growth areas, think about resources, training, or mentoring you need.

Sample

1.1 Knowledge of Child Development		Personal Competence	Personal Experience	Training Experience
		4	4	5
Strengths: 1.1a, 1.1b, 1.1c Areas of Opportunity: 1.1e	Personal PD Planning Notes: Join a professional learning community or discussion group focused on equity in education.			
I am prepared to provide professional development at the following Content Levels: <input type="checkbox"/> Foundational <input checked="" type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				

Competency Area 1: Child Development and Learning in Context			
Using Knowledge of Child Development to Make Informed Decisions			
Core Competency			
1.1 Knowledge of Child Development		Personal Competence	Personal Experience
Strengths:		Personal PD Planning Notes:	
Areas of Opportunity:			
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA			
1.2 Knowledge of Academic Content and Pedagogy		Personal Competence	Personal Experience
Strengths:		Personal PD Planning Notes:	
Areas of Opportunity:			
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA			
1.3 Informed Decision Making		Personal Competence	Personal Experience
Strengths:		Personal PD Planning Notes:	
Areas of Opportunity:			
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA			
1.4 Cycle of Assessment, Planning, Implementation, and Evaluation		Personal Competence	Personal Experience
Strengths:		Personal PD Planning Notes:	
Areas of Opportunity:			
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA			

Practices to Support Child Development and Learning				
1.5 Promoting Cognitive Development		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following <u>Content Levels</u> : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
1.6 Promoting Language Development		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following <u>Content Levels</u> : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
1.7 Promoting Social and Emotional Development		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following <u>Content Levels</u> : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
1.8 Promoting Physical Development		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following <u>Content Levels</u> : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
1.9 Promoting the Development and Learning of Emergent Multilingual Learners		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				

I am prepared to provide professional development at the following **Content Levels**: Foundational Developing Mastery NA

1.10 Promoting Cognitive Processes and Learning Dispositions		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
1.11 Supporting the Development of Children Facing Chronic Stress, Adversity, and Trauma		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
Promoting the Development of Academic Knowledge and Skills				
1.12 Promoting Literacy		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
1.13 Promoting Math Development		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
1.14 Promoting Learning in Science		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				

1.15 Promoting Learning in Social Studies		Personal Competence	Personal Experience	Training Experience
Strengths:	Personal PD Planning Notes:			
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels: <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
1.16 Promoting Children’s Use of Technology		Personal Competence	Personal Experience	Training Experience
Strengths:	Personal PD Planning Notes:			
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels: <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
1.17 Promoting Visual Arts		Personal Competence	Personal Experience	Training Experience
Strengths:	Personal PD Planning Notes:			
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels: <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
1.18 Promoting Performing Arts		Personal Competence	Personal Experience	Training Experience
Strengths:	Personal PD Planning Notes:			
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels: <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
1.19 Promoting Learning in Engineering		Personal Competence	Personal Experience	Training Experience
Strengths:	Personal PD Planning Notes:			
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels: <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				

Competency Area 2: Family and Community Engagement

Core Competency

2.1 Relationships with Families		Personal Competence	Personal Experience	Training Experience
Strengths:	Personal PD Planning Notes:			
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
2.2 Collaboration and Support		Personal Competence	Personal Experience	Training Experience
Strengths:	Personal PD Planning Notes:			
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				

Competency Area 3: Observation and Assessment			
Core Competency			
3.1 Authentic Assessment		Personal Competence	Personal Experience
Strengths:	Personal PD Planning Notes:		
Areas of Opportunity:			
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA			
3.2 Family Involvement in Assessment		Personal Competence	Personal Experience
Strengths:	Personal PD Planning Notes:		
Areas of Opportunity:			
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA			
3.3 Responsible Assessment		Personal Competence	Personal Experience
Strengths:	Personal PD Planning Notes:		
Areas of Opportunity:			
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA			
3.4 Assessment for Planning and Progress Monitoring		Personal Competence	Personal Experience
Strengths:	Personal PD Planning Notes:		
Areas of Opportunity:			
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA			

3.5 Sharing Assessment Information		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
3.6 Screening and Diagnostic Assessment		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
3.7 Assessing Emergent Multilingual Learners		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				

Competency Area 4: Learning Environment			
Managing Physical Space, Time, and Resources			
Core Competency			
4.1 Schedules	Personal Competence	Personal Experience	Training Experience
Strengths:	Personal PD Planning Notes:		
Areas of Opportunity:			
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA			
4.2 Routines and Transitions	Personal Competence	Personal Experience	Training Experience
Strengths:	Personal PD Planning Notes:		
Areas of Opportunity:			
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA			
4.3 Physical Space	Personal Competence	Personal Experience	Training Experience
Strengths:	Personal PD Planning Notes:		
Areas of Opportunity:			
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA			
4.4 Use of Technology	Personal Competence	Personal Experience	Training Experience
Strengths:	Personal PD Planning Notes:		
Areas of Opportunity:			
I am prepared to provide professional development at the following Content Levels : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA			

Social-Emotional Climate				
4.5 Adult Awareness		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels: <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
4.6 Positive Relationships		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels: <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
4.7 Respectful and Affirming Climate		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels: <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
4.8 Supporting Positive Behavior		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels: <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
4.9 Social-Emotional Learning and Community Building		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels: <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				

4.10 Social-emotional Learning for Social Justice and Citizenship		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels: <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
4.11 Adult Cooperation and Teamwork		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following Content Levels: <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				

Competency Area 5: Curriculum and Teaching

Core Competency

5.1 Curriculum Implementation Responsibilities

Personal
Competence

Personal
Experience

Training
Experience

Strengths:

Areas of Opportunity:

Personal PD Planning Notes:

I am prepared to provide professional development at the following **Content Levels:** Foundational Developing Mastery NA

5.2 Using a Multitiered Curriculum Framework

Personal
Competence

Personal
Experience

Training
Experience

Strengths:

Areas of Opportunity:

Personal PD Planning Notes:

I am prepared to provide professional development at the following **Content Levels:** Foundational Developing Mastery NA

5.3 Integrated Teaching and Learning Approaches

Personal
Competence

Personal
Experience

Training
Experience

Strengths:

Areas of Opportunity:

Personal PD Planning Notes:

I am prepared to provide professional development at the following **Content Levels:** Foundational Developing Mastery NA

5.4 Promoting Learning Through Play

Personal
Competence

Personal
Experience

Training
Experience

Strengths:

Areas of Opportunity:

Personal PD Planning Notes:

I am prepared to provide professional development at the following **Content Levels:** Foundational Developing Mastery NA

5.5 Conversations and Interactions

Personal
Competence

Personal
Experience

Training
Experience

Strengths:

Areas of Opportunity:

Personal PD Planning Notes:

I am prepared to provide professional development at the following **Content Levels:** Foundational Developing Mastery NA

5.6 Planning and Designing Learning Experiences		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following <u>Content Levels</u> : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
5.7 Materials, Resources, and Technology		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following <u>Content Levels</u> : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
5.8 Instructional Strategies to Support Motivation and Engagement		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following <u>Content Levels</u> : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
5.9 Instructional Strategies to Support Children’s Access to Content		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following <u>Content Levels</u> : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
5.10 Instructional Strategies to Promote Understanding		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following <u>Content Levels</u> : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				

5.11 Instructional Strategies to Help Children Express Themselves and Navigate the Learning Environment		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following <u>Content Levels</u> : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				
5.12 Instructional Strategies to Support Executive Function		Personal Competence	Personal Experience	Training Experience
Strengths:		Personal PD Planning Notes:		
Areas of Opportunity:				
I am prepared to provide professional development at the following <u>Content Levels</u> : <input type="checkbox"/> Foundational <input type="checkbox"/> Developing <input type="checkbox"/> Mastery <input type="checkbox"/> NA				

Competency Area 6: Health, Safety, and Nutrition

Core Competency

6.1 Expectations and Requirements

Personal
Competence

Personal
Experience

Training
Experience

Strengths:

Areas of Opportunity:

Personal PD Planning Notes:

I am prepared to provide professional development at the following Content Levels: Foundational Developing Mastery NA

6.2 Protecting and Promoting Healthy Development and Well-Being

Personal
Competence

Personal
Experience

Training
Experience

Strengths:

Areas of Opportunity:

Personal PD Planning Notes:

I am prepared to provide professional development at the following Content Levels: Foundational Developing Mastery NA

Competency Area 7: Professional Engagement

Core Competency

7.1 Professional Responsibility

Personal
Competence

Personal
Experience

Training
Experience

Strengths:

Areas of Opportunity:

Personal PD Planning Notes:

I am prepared to provide professional development at the following **Content Levels**: Foundational Developing Mastery NA

7.2 Professional Reflection, Social Awareness, and Relationships

Personal
Competence

Personal
Experience

Training
Experience

Strengths:

Areas of Opportunity:

Personal PD Planning Notes:

I am prepared to provide professional development at the following **Content Levels**: Foundational Developing Mastery NA

7.3 Professional Relationships and Communication

Personal
Competence

Personal
Experience

Training
Experience

Strengths:

Areas of Opportunity:

Personal PD Planning Notes:

I am prepared to provide professional development at the following **Content Levels**: Foundational Developing Mastery NA

7.4 Ongoing Professional Learning

Personal
Competence

Personal
Experience

Training
Experience

Strengths:

Areas of Opportunity:

Personal PD Planning Notes:

I am prepared to provide professional development at the following **Content Levels**: Foundational Developing Mastery NA

7.5 Professional Community and Contributions

Personal
Competence

Personal
Experience

Training
Experience

Strengths:

Areas of Opportunity:

Personal PD Planning Notes:

I am prepared to provide professional development at the following **Content Levels**: Foundational Developing Mastery NA

Self-Assessment Summary and Reflection

1. Record the Core Competencies for which you are well prepared to provide training.

2. Select 1-3 Core Competencies would you like to become better prepared to provide training on? Reflect on whether you need to strengthen your knowledge, skills, or dispositions related to those Core Competencies? This can help you select the right format for your professional learning.

Core Competency: _____

Core Competency: _____

Core Competency: _____

3. Review the **T-TAP Competencies**. Record your strengths and opportunities for growth.

T-TAP Competency Strengths:

T-TAP Competency Opportunities:

Appendix A

Personal Competence

1-Beginning awareness ~ Has a basic recognition of the concept and its importance. Can identify key terms or ideas but has limited understanding of how they apply in practice. Learning is primarily observational or introductory.

2-Emerging understanding ~ Demonstrates growing comprehension of the concept and its relevance.

Can explain foundational principles and recognize examples in context. Beginning to connect theory to practice but requires guidance for application.

3-Proficient application ~ Understands the concept well and can apply it effectively in typical situations.

Demonstrates consistent use of strategies and practices aligned with the competency. Can adapt approaches with minimal support.

4-Advanced analysis and integration ~ Shows deep understanding and can analyze complex situations involving the concept.

Integrates knowledge across multiple domains and contexts. Anticipates challenges and develops solutions that reflect nuanced understanding.

5-Expert synthesis and leadership ~ Exhibits mastery of the concept and leads others in its application. Synthesizes research, theory, and practice to innovate and improve systems. Serves as a resource, mentor, or advocate, influencing policy or organizational practices.

Appendix B

Personal Experience with the Competency

1-No experience ~ Has not implemented this competency in practice. Knowledge may be theoretical or based on observation only, with no direct application.

2- Limited experience ~ Has implemented the competency in a few isolated situations or under close guidance. Application is basic and requires significant support or supervision.

3- Moderate experience ~ Has applied the competency in multiple contexts with some independence. Demonstrates growing confidence and consistency but may still need occasional guidance for complex situations.

4- Extensive experience ~ Has implemented the competency regularly and effectively across diverse settings. Demonstrates strong proficiency and can adapt strategies to meet varying needs with minimal support.

5-Highly advanced experience ~ Has a long history of implementing the competency at a high level of sophistication. Serves as a resource or mentor to others, consistently innovates and refines practices, and applies the competency in complex or leadership-level contexts.

Appendix C

Training Experience
1. Never / Not in past 5 years 2. Some experience, not recent 3. Recent, limited experience 4. Recent, sustained experience 5. Long-term, continuous experience

Appendix D

Professional Development Provider Comfort Level		
Foundational	Developing	Mastery
<p>Content at this level introduces core concepts, basic terminology, and essential practices in early childhood education. It is designed for individuals who are new to the field or building their foundational knowledge. Examples of sessions may focus on:</p> <ul style="list-style-type: none"> • Understanding child development stages • Creating safe and nurturing environments • Supporting routines and transitions • Introduction to developmentally appropriate practices • Building relationships with children and families <p><i>Ideal for: New educators, assistants, or those transitioning into early childhood roles. (Learner Level 1 & 2)</i></p>	<p>This content builds upon foundational knowledge and supports participants in applying theory to practice. It encourages reflection, collaboration, and skill-building. Examples of sessions may include:</p> <ul style="list-style-type: none"> • Strategies for guiding behavior and supporting social-emotional development • Curriculum planning and implementation • Culturally responsive teaching practices • Family engagement strategies • Mentoring or supervising peers <p><i>Ideal for: Educators with some experience, lead teachers, or those pursuing credentials or leadership roles. (Learner Level 3 & 4)</i></p>	<p>Mastery-level sessions are designed for experienced professionals seeking to deepen expertise, lead change, or innovate in the field. Examples of these sessions often include:</p> <ul style="list-style-type: none"> • Advanced application of child development theory • Program leadership and policy development • Research-informed practices and emerging trends • Systems thinking and advocacy • Coaching, mentoring, and professional development design <p><i>Ideal for: Program directors, trainers, consultants, higher education faculty, and experienced educators. (Learner Level 5)</i></p>

Appendix E

Learner Level

1 — Novice / No Experience

- Has little to no experience with this competency in practice.
- Requires direct instruction, modeling, and close supervision.
- Understands basic concepts but cannot yet apply them independently.

2 — Emerging / Limited Experience

- Has minimal hands-on practice applying the competency.
- Can carry out tasks with frequent guidance or support.
- Shows developing understanding but is inconsistent in application.

3 — Competent / Moderate Experience

- Demonstrates reliable, independent performance of the competency.
- Applies skills appropriately in typical situations.
- May need occasional support for complex or unfamiliar contexts.
- Shows solid understanding of ECE best practices.

4 — Proficient / Extensive Experience

- Consistently applies the competency with confidence and skill.
- Adapts effectively to a range of children, families, or classroom needs.
- Demonstrates sound judgment and integrates ECE theory with practice.
- Can mentor others in this competency if needed.

5 — Expert / Highly Advanced Experience

- Demonstrates deep, comprehensive experience across diverse settings.
- Serves as a resource, leader, or coach to others regarding this competency.