

Become a



# Professional Development Specialist



# Help teachers grow: Contribute to higher quality early care & learning

The Council for Professional Recognition is seeking experienced early childhood professionals to serve as CDA Professional Development (PD) Specialists. PD Specialists conduct Verification Visits with Candidates to assess competency and support teachers' growing skills as they move through the CDA National Credentialing Program®.

Using the R.O.R. Model™, the PD Specialist will bring mentoring and coaching skills, as well as ECE expertise needed to facilitate each Candidate's self-reflection and professional growth.

## The PD Specialist will:

- **Review** the Candidate's Professional Portfolio, training transcripts/certificates and Family Questionnaires.

The PD Specialist will need to ensure there is a quiet space available for 60 minutes.

- **Observe** the Candidate working with children and record criterion evidence.

The PD Specialist will observe for two hours the Candidate leading program activities with children.

- **Reflect** with the Candidate, focusing on areas of strength or growth found in the Portfolio or evidence from in the Observation.

After the Review and Observe sessions, The PD Specialist will meet with the Candidate for a 60- minute Reflective Dialogue. This Reflective Dialogue, is provided to support the Candidate's professional growth and will follow a specific, set agenda.

Within 48 hours after completing the Candidate's Verification Visit, the PD Specialist will submit scores from the results of the Comprehensive Scoring Instrument using the Council's unique online submission tool. The Council will use the multiple sources of evidence from the Candidate's overall assessment to determine awarding the Credential.

# Eligibility

## Technology

- Must have a valid email address
- Must have access to the Internet

## Required Knowledge and Skills

- Experience working with diverse populations from various racial, ethnic, and socio economic backgrounds.
- Knowledge and familiarity of local, state, and national requirements and standards for child care programs serving children ages birth to 5.
- Must be able to schedule and conduct Verification Visits during normal operating hours of early childhood programs.

Bilingual ECE professionals are encouraged to apply

## Education

- Must hold a Baccalaureate or Associate degree from an accredited college or university in one of the following disciplines:
  - Early Childhood Education/Child Development
  - Elementary Education/Early Childhood Education
  - Family and Consumer Science/Child Development
- The degree must include, at minimum, 18 semester or 24 quarter hours of coursework in Early Childhood Education/Child Development, studying children birth through 5 years.

## Experience

Option 1: For those with a Baccalaureate degree, two years in a child care setting serving children from birth to 5 years of age to include:

- One year working directly with children as a caregiver, teacher, child life worker, social worker, or similar role and one year facilitating the professional growth of at least one other adult.

Option 2: For those with an Associate degree, four years in a child care setting serving children from birth to 5 years of age, to include:

- Two years working directly with children as a caregiver, teacher, child life worker, social worker, or similar role and two years facilitating the professional growth of at least one other adult.

## Training

The Council provides all necessary training and resources through convenient online modules. The Council will offer the training free of charge in your first year as a PD Specialist.

## Honorariums

The Council recognizes the PD Specialists' contribution to the field by awarding an \$100 honorarium to the PD Specialist for each completed Candidate Verification Visit.

## To learn more

To apply to become a PD Specialist, visit our website at [www.cdacouncil.org/applypds](http://www.cdacouncil.org/applypds)



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