



Vermont Early Childhood Career Ladder: Montessori and Waldorf Pathways  
Criteria established 1/23/15<sup>1</sup>; Updated 10/16/20

This document provides guidance for how Montessori and Waldorf early childhood teachers and directors can apply for a level on the Early Childhood Career ladder and how they can use the Early Childhood Career Ladder level certificate to help them meet child care licensing staff qualifications requirements in Vermont.

These pathways are most useful for individuals who:

- 1) Have completed an appropriated credentialed Montessori or Waldorf early childhood teacher training program; and
- 2) Hold a degree in an *unrelated field* from an appropriately accredited institution of higher education<sup>2</sup>; and
- 3) Wish to meet a level on the Early Childhood Career Ladder and/or use their resulting level certificate to help them meet staff qualifications requirements for child care licensing.

Please Note: If an individual holds a degree in a *related field*<sup>3</sup>, there may be better options available to help them apply for a level certificate and/or meet staff qualifications degree and coursework requirements. Please consult with your Northern Lights Resource Advisor to explore your options.

Review the Early Childhood Career ladder application and guidance available on the Northern Lights website for detail about full requirements for each level and how to apply. These pathways are most likely to be relevant for individuals seeking to meet the following levels:

<b>Level I</b>	For an individual who has completed one 30+ hour course from a MACTE-accredited teacher training program
<b>Level IIIB</b>	For an individual who holds an associate’s degree in an unrelated field
<b>Level IVA</b>	For an individual who holds a bachelor’s degree in an unrelated field
<b>Level VA</b>	For an individual who holds a master’s degree in an unrelated field

<sup>1</sup> Criteria established by the Professional Preparation and Development Committee in 2015

<sup>2</sup> <https://northernlightscv.org/wp-content/uploads/2018/09/Guidance-for-Review-of-Accreditation-of-IHEs.pdf>

<sup>3</sup> In Vermont, Related Fields are degrees with a major or concentration in early childhood, child or human development, elementary education, special education with a birth to eight focus, and child and family services.



### **Montessori Pathway Criteria**

The Montessori Accreditation Council for Teacher Education (MACTE) is the international standard setting and accrediting body for Montessori teacher education recognized by the U.S. Department of Education. All accredited programs<sup>4</sup> must be members of an organization, consortium, or group of independent institutions. These affiliations include American Montessori Society (AMS), Association Montessori International (AMI) and International Montessori Council (IMC). MACTE-accredited teacher education programs include a minimum of 600 academic and practicum hours (800 academic and practicum hours are required at the Elementary I level).

There are three requirements for this pathway:

1. Successful completion of an Infant and Toddler (0-3 years), Early Childhood (2.5-6 years), and/or Elementary I (6-9 years) MACTE-accredited teacher training program; and
2. Successful completion of a degree in an unrelated field from an appropriately accredited institution of higher education; and
3. Current work as a teacher or director in a Montessori program in Vermont.

To document successful completion of this pathway, the following documentation must be submitted to Northern Lights at CCV:

- Documentation of successful completion of Montessori teacher training program; and
- Official or unofficial transcript from an appropriately accredited institution of higher education documenting completion of unrelated degree; and
- Completed level certificate application for Early Childhood Career Ladder including all required documentation

### **Early Childhood Career Ladder Level 1: Montessori Alternate**

Successful completion of one 30+ hour early childhood course from a MACTE-accredited teacher training program can be used as an equivalent to Vermont's Fundamentals for Early Childhood Professionals training series for the purposes of meeting the Early Childhood Career Ladder level 1 requirements. To document successful completion of this Level 1 Montessori Alternate, the following documentation must be submitted to Northern Lights at CCV:

- Documentation of successful completion of 30+ hour early childhood course from a MACTE accredited training program; and
- Completed level certificate application for Level 1 of the Early Childhood Career Ladder including all required documentation

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<sup>4</sup> Accredited programs can be searched here: <https://www.macte.org/accredited-programs/#/>



### **Waldorf Pathway Criteria**

The Waldorf Early Childhood Association of North America (WECAN) approves Waldorf early childhood birth to three teacher education programs to become Full or Associate WECAN members<sup>5</sup>. Recognized programs include a minimum of 300 class contact hours, plus mentored teaching and extensive practicum or internship experiences.

There are three requirements for this pathway:

1. Successful completion of a Waldorf teacher training program at a program/institute that holds Full or Associate WECAN membership; and
2. Successful completion of a degree in an unrelated field from an appropriately accredited institution of higher education; and
3. Current work as a teacher or director in a Waldorf program in Vermont.

To verify successful completion of this pathway, the following documentation must be submitted to Northern Lights at CCV:

- Documentation of successful completion of Waldorf teacher training program; and
- Official or unofficial transcript from an appropriately accredited institution of higher education documenting completion of degree in an unrelated field; and
- Completed level certificate application for Early Childhood Career Ladder including all required documentation.

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<sup>5</sup> WECAN member teacher education programs: [http://www.waldorfearlychildhood.org/training\\_options.php](http://www.waldorfearlychildhood.org/training_options.php)