

Modified DACUM Research Chart

Early Childhood Education Program (Child Care Aide)

CIP Code #19.0708

DACUM Panel

Representing 226 years of experience in the Early Childhood Education/K-12 Education field

Michele Brady, Director of Child Development
YMCA of Corry, Corry, PA

Heather Cutter, Early Childhood Education Teacher
Erie High School, Erie, PA

Jennifer Hasbrouck, Quality Coach
Early Learning Resource Center Region 1, Corry, PA

Reanna Huggler, Lead Teacher, Pre-K Counts
YMCA of Corry, Wattsburg, PA

Leigh Anne Kraemer-Naser, Early Childhood
Education Instructor, Northern Pennsylvania Regional
College, Erie, PA

Julie McCray, Early Childhood Education Instructor
Career and Technical Education Center, Corry Area
High School, Corry, PA

Jennilee Ostrander, Lead Teacher, Pre-K Counts
YMCA of Corry, Corry, PA

Jana Sampsell, Preschool Teacher
Corry Area School District, Corry, PA

Jillian Wallace, Childcare Director
Corry Alliance Childcare, Corry, PA

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Kennerknecht Consulting, Edinboro, PA



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Corry Area School District
Career & Technical Education Center

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Observers

Susan Bogert, Supervisor of Vocational Education, Career & Technical Education Center
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Mike Daniels, Co-op Coordinator, Career & Technical Education Center
Corry Area High School, Corry, PA

Jennifer Dow, School Counselor
Corry Area School High School, Corry, PA

Dr. Doris Gernovich, Retired Educator
Corry, PA

Judy Sharer, Retired CTC Director, OAC Member
Youngsville, PA

Knowledge Needed

Early childhood theorists
Assessment methods
Observation methods
Curriculum
Stages of development
Timing of curriculum (sequence)
Signs and symptoms of infectious and contagious diseases
Bloom's taxonomy
Behavioral strategies
Developing lesson plans
Maslow's Hierarchy of Needs
Health and safety regulations
SDS
HIPPA
FERPA
IDEA
Inclusion
Knowledge of IFSP/IEPs and safety plans
Social and emotional needs of children
CSEFEL (internet source)
Mandated reporting
Special education law and procedures
Basic classroom management
Transition techniques
Nutritional guidelines
Environment rating scales (ERS)
Ages and stages
Work sampling
Ounces for infants/toddlers
Referral strategies
Child Find
Screening tools (i.e., ASQ)

First Aid/CPR/AED training
ESGI (assessment)
Dual language learners

Skills Needed

Computer skills
Communication skills, including written
Behavior management skills
Time management skills
Multi-tasking skills
Teamwork skills
Leadership skills
Driving skills (CDL enables worker to drive small buses)
Decision-making skills

Essential Worker Behaviors

Adaptable
Maintains confidentiality
Responsible
Displays professionalism
Collaborates
Maintains a clean driving record
Maintains a good reputation (i.e., social media)
Exhibits good moral character (consistently)
Practices good work ethics
Displays timeliness
Patient
Drug-free
Compassionate
Caring
Ethical
Empathetic
Child-centered
Is a “good actor” (controls own responses)
Puts on a good face
Composed
Energetic
Enthusiastic
Athletic
Flexible
Interactive
Animated
Aware of surroundings
Crime-free (no criminal record)
Calm under pressure
Dedicated
Accepting of all types of people

Tolerant
Unbiased
Honest
Loves children
Shows up for work (dependable)
Always “present”, mentally there
Uses personal cell phone appropriately
Supervises
Accepts criticism
Takes initiative
Recognizes need (things that need to be done)
Completes work on time (reports, plans, assessments)
Conducts parent conferences as expected

Current Trends and Focus in Early Childhood Education

Social-emotional development
Early childhood mental health
ACEs
Diversity, equity and inclusion
COVID protocols, issues
Children displaying separation anxiety due to staying at home during COVID
High-quality program access
Remote learning

Concerns Noted

Lack of child care availability
Demand for child care workers
Affordability
Low wages/high turnover (pay scale)
Staff mental health
Education of teachers
Lack of respect for Early Childhood Education
Pre-K Counts perception: 24 hours per year for Pre-K, 12 hours for licensing
Public perception
Are we teaching how to learn?
Readiness for kindergarten
Value of Early Childhood Education skills
Salaries not commensurate with educational requirements
Push-down curriculum (more expected of Pre-K programs)
Parents expecting more than is developmentally appropriate
Lack of parent involvement
Increase in diagnosis of autism
Lack of supports
Behavioral concerns
Increase in diagnosis of speech impairments/delays
Increase in support of fine motor support needed
COVID - masking required over two years of age, difficult for understanding speech, non-verbal

behavior is difficult, staff being exposed or quarantined
Staff members not vaccinated
Non-vaxed vs. vaxed issues
Mentality of population choosing not to vaccinate
Lack of males represented in Early Childhood Education staff
Need for non-traditional employee recruitment (diversity, equity)

What do you anticipate happening in the future for Early Childhood Education workers?

A push for required higher education.
State-wide universal Pre-K will result in most child care centers being for infants and toddlers.
There is hope that salaries will be equivalent to work experience and education.
Possibility of lower general immunity to disease.
We will have higher quality teachers in the future.
Professional credentials will be required for infant/toddler teachers.
Need for expanded child care centers
Preschool special education
Pre-apprenticeship and apprenticeship programs
Credentials stacking

Certifications Recommended

For High School Students:

CDA certification
Pediatric First Aid/CPR/AED
Mandated Reporter Training
Get Started Building Blocks for... (Better Kid Care)
Fire Safety Training
Water Safety Online Training
Trauma Informed Practices
Youth Mental Health First Aid (NAMI)- free, one day
ServSafe

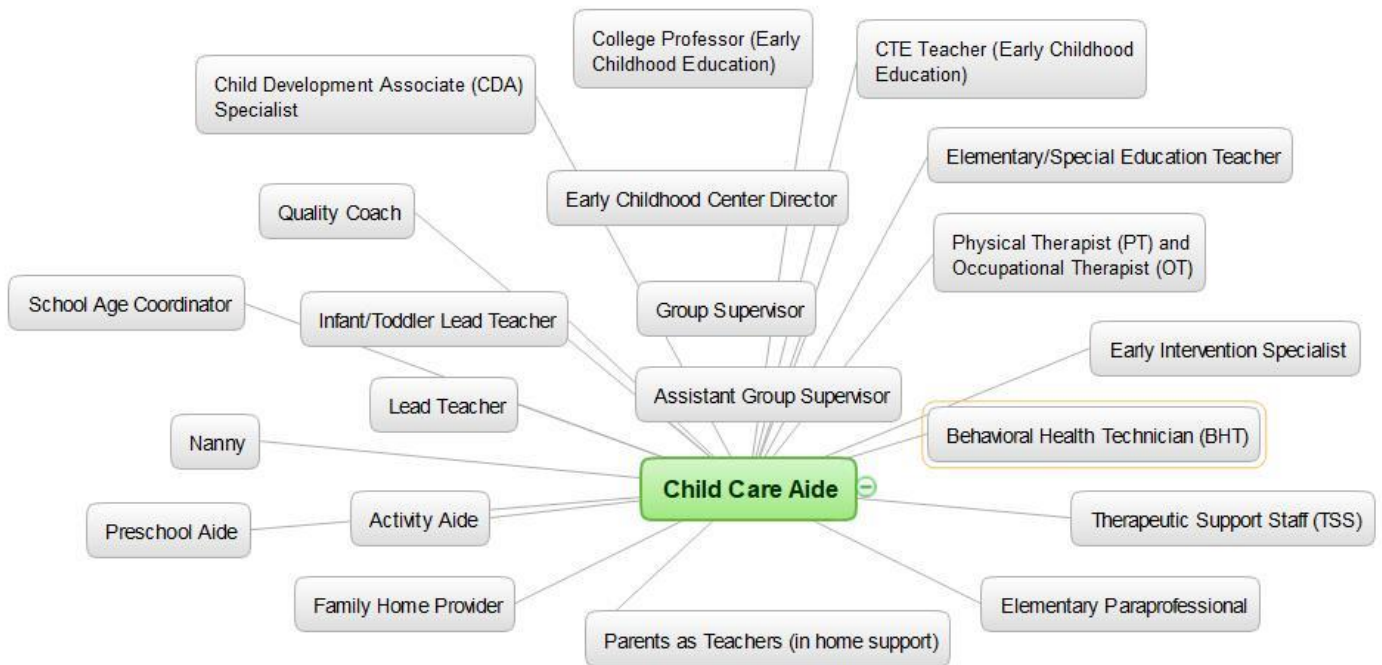
For Adult Employees:

ALICE
CDL
Director's Credential
Preschool Director's Certificate
Infant-Toddler Director's Certificate
Active Shooter Training (i.e., program offered by Mercyhurst University Police Academy)

Acronyms

ACEs	Adverse Childhood Experiences
AED	Automated External Defibrillator
ALICE	Alert, Lockdown, Inform, Counter and Evacuate
ASQ	Ages and Stages Questionnaire
BHT	Behavioral Health Therapist
CDA	Child Development Associate
CDL	Commercial Driver's License
CPR	Cardiopulmonary Resuscitation
CSEFEL	Center on the Social and Emotional Foundations for Early Learning
CTE	Career and Technical Education
ERS	Environmental Rating Scales
ESGI	Educational Software for Guiding Instruction
FERPA	Family Educational Rights and Privacy Act
HIPAA	Health Insurance Portability and Accountability Act
IDEA	Individuals with Disabilities Education Act
IEP	Individualized Education Program
IFSP	Individualized Family Service Plan
NAMI	National Alliance on Mental Illness
OSHA	Occupational Safety and Health Administration
OT	Occupational Therapist
Pre-K	Pre-Kindergarten
PT	Physical Therapist
SDS	Safety Data Sheets
TSS	Therapeutic Support Staff

Career Opportunities for Students



Note: This listing of job titles is not all inclusive. For more information, visit <https://www.onetonline.org/> and search Early Childhood Education in the Occupation Quick Search box for more job titles.

Advice for Students from DACUM Panel Members

Michele Brady, Director of Child Development: "What you do matters."

Heather Cutter, Early Childhood Education Career and Technical Education Teacher: "Be kind. You don't always know what someone is going through. Take a step back."

Jennifer Hasbrouck, Quality Coach: "Get a job in a Keystone Stars facility. Your education will be almost free."

Reanna Huggler, Lead Teacher, Pre-K Counts: "Be willing to do a job that might not be your dream job."

Leigh Anne Kraemer-Naser, Early Childhood Ed. Instructor: "Be silly. Don't get afraid or be embarrassed when working with children."

Julie McCray, Early Childhood Education Instructor: "Keep learning. Always observe."

Jennilee Ostrander, Lead Teacher, Pre-K Counts: "Find the humor in every situation. Enjoy your job."

Jana Sampsell, Preschool Teacher: "Be flexible."

Jillian Wallace, Childcare Director: "Be gracious and flexible with yourself. Always be open to learning."

Susan Bogert, Supervisor of Vocational Education, Career & Technical Education Center: "Good luck only happens when you work hard."

Jennifer Dow, School Counselor: "Never underestimate the power of words and attitudes on children."

Dr. Doris Gernovich, Retired Educator: "Hang in there. Some days may be less rewarding or successful than others. Come up with a hobby that will bring you a sense of fulfillment."

Judy Sharer, Retired Career and Technical Center Director, OAC Member: "Get some sleep. It's important to eat breakfast."

The Corry Career & Technology Education Center would like to thank this dedicated panel of Early Childhood Education professionals for providing their expertise. All input will be analyzed for program improvement.