

**Figure 1: Preschool Makes a Difference Workforce Requirements Linked with the Child Development Permit Matrix**

Contra Costa's Preschool Makes a Difference Requirements		Child Development (CD) Levels on the Permit Matrix
PMD Assistant Teacher LEVEL 1: Assistant Level Permit or higher PLUS 3 years experience in ECE (maximum 1 year at this stage)		CD Assistant Permit <i>6 ECE/CD units OR HERO OR ROP</i>
PMD Assistant Teacher LEVEL 2: Associate Teacher Level Permit or higher PLUS 3 years experience in ECE (maximum 7 years at this stage)		CD Associate Teacher Permit <i>12 ECE/CD units OR Child Development Associate Credential in California</i>
PMD Assistant Teacher LEVEL 3: Teacher Level Permit or higher (maximum 5 years at this stage)	PMD Teacher LEVEL 1: Teacher Level Permit or higher plus 5 years experience in ECE (maximum 5 years at this stage)	CD Teacher Permit <i>24 ECE/CD + 16 GE units OR AA in ECE/CD +3 units supervised field experience</i>
*PMD Assistant Teacher LEVEL 4 (goal): Teacher Level Permit or higher plus AA/AS degree	PMD Teacher LEVEL 2: Teacher Level Permit or higher PLUS AA or AS (maximum 5 years at this stage)	
PMD Director LEVEL 1: Master Teacher Level Permit or higher PLUS 5 years experience in ECE (maximum 5 years at this stage)	*PMD Teacher LEVEL 3 (goal): Master Teacher Level Permit or higher PLUS BA	CD Master Teacher Permit <i>24 ECE/CD + 16 GE units + 6 specialization units + 2 adult supervision units OR BA with 12 ECE/CD units + 3 units supervised field experience</i>
PMD Director LEVEL 2: Site Supervisor Level Permit or higher (maximum 5 years at this stage)	*PMD Director LEVEL 3 (goal): Site Supervisor Level Permit or higher PLUS BA degree	CD Site Supervisor Permit <i>AA + 24 ECE/CD + 16 GE units + 6 admin. units + 2 adult supervision units Various other options</i>
		CD Program Director Permit <i>BA + 24 ECE/CD units including 6 admin. units + 2 adult supervision units Various other options</i>

\*PMD will allow highly experienced teachers to be "grandfathered" into the highest level for each position if they meet alternative requirements based on experience and education. Individuals who become PMD teachers through these alternative requirements may stay in that position without having to pursue additional educational degrees. The alternative requirements are:

**Assistant PMD Teacher:** *Teacher Level* via Option 1 on the Permit Matrix PLUS 5 years of experience PLUS earning an additional 3 academic units per year.

**PMD Teacher:** *Master Level* via Option 1 on the Permit Matrix PLUS 10 years of experience PLUS earning an additional 3 academic units per year.

**PMD Director:** *Program Director Level* via Option 1 on the Permit Matrix PLUS 10 years of experience PLUS earning an additional 3 academic units per year.