



# Minnesota's Knowledge and Competency Framework for Early Childhood Professionals

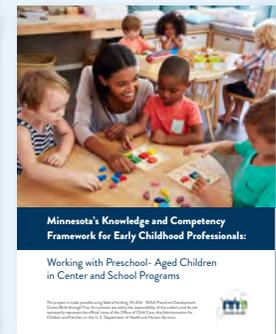
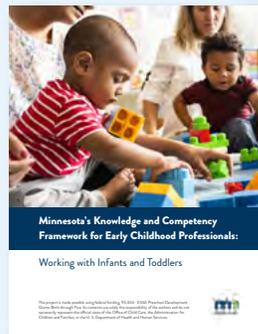
The Knowledge and Competency Framework articulates the skills, knowledge and abilities required of people working with young children.

## Three versions:

Working with Infants and Toddlers

Working with Family Childcare

Working with Preschool Aged Children in Center and School Programs



## The purpose of the Knowledge and Competency Framework is to...

- **Articulate the knowledge and skills** needed in the early childhood field.
- **Align with the Professional Educator Licensing and Standards Board** and show a progression of skill development at 3 levels – Explores, Implements, and Designs and Leads, with each level building on the competencies of the level before it.
- **Facilitate pathways for learning**
- **Assist early care and education providers** in planning for continued professional growth

## Content Areas:

- 1 Child Development and Learning
- 2 Developmentally Appropriate Learning Experiences
- 3 Relationships with Families
- 4 Assessment, Evaluation and Individualization
- 5 Historical and Contemporary Development of Early Childhood Education
- 6 Professionalism
- 7 Health, Safety and Nutrition
- 8 Application through Clinical Experiences
- 9 Trauma Informed Care and Practice
- 10 Working with Multilingual Children and Families

**\*Cultural Responsibilities and Practices are included in all the content areas.**

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### Levels of Competency:

Each of the ten content areas contains three levels of competencies. Each level includes and builds on the competencies of the level before it. Levels describe a progression of skills rather than levels of education. Just as children develop at individual rates and are stronger in some areas of development, educators will find themselves at different levels of competency depending on their strengths, current education and experience. As educators assess their skills, they will find areas in which to improve.

**Level 1:** Explores

**Level 2:** Implements

**Level 3:** Designs and Leads

### Use the Framework to...

- **Promote early childhood** as a profession with a recognized body of knowledge.
- **Identify key concepts and skills** for professional development (PD).
- **Plan learning objectives** for PD offerings which emphasize specific content knowledge and competencies.
- **Coordinate and design PD content** to facilitate transfer and articulation agreements.
- **Identify PD needs** and plan training for a group of people, region or state.
- **Assess current offerings** across all content areas and levels of competency.
- **Self-assess PD needs** and develop an individual plan.
- **Create job descriptions** and inform staff evaluations.



The framework is used by the Department of Human Service's non-credit training delivery system to organize, identify and advertise professional development events by content area and levels. Individual learning records located in the Develop application (<https://www.developtoolmn.org>) will include KCF content areas and levels an individual has taken when they choose to create an account. The framework will also inform the revised Individual Training Needs Assessment (ITNA) that is currently used by child care providers to self-assess their knowledge and skills in the various competencies and plan their continuing professional development. Training developed by the Department of Human Services is based on the standards and competencies outlined in the framework.