

## Policy on Service to the Profession

“Service to the Profession” is one of the professional activity requirements on the Louisiana Pathways Administrator Career Ladder. Service to the early childhood profession shows that an individual is demonstrating a commitment to early childhood as a profession by going *above and beyond* what is required. The individual is making a contribution to the field of Early Care and Education, doing more than is required by their job, participating in advocacy efforts, or giving back to the profession in some way.

### **Some examples of activities that demonstrate “service to the profession” are:**

- Serving on a board or committee related to early childhood
- Presenting at a professional conference or event
- Volunteering at a conference or event
- Participating as a CDA Professional Development Specialist
- Attendance at a professional organization conference or professional event

Other things will be considered upon request. Service to the profession should be voluntary and not a requirement of the individual’s job. Documentation must show that the individual is making a contribution to the field of Early Care and Education.

### **In order for a “conference” to qualify for service to the profession, it should meet the following definition:**

Conference--“An official meeting or gathering, usually held over a period of several days, scheduled regularly by a professional association or organization, at which there is a group of talks or presentations related to a shared interest (in this case the field of Early Care and Education).”

A training workshop offered by an individual presenter would not qualify as a conference since there would not be a group of talks or presentations. Attendance at a conference offered by a training agency (such as Resource and Referral Agencies) that would normally provide the child care training needed for licensing purposes would not qualify since ongoing training is a requirement for working in a child care center.

### **Some early childhood professional organizations that provide regularly scheduled conferences are:**

- Louisiana Early Childhood Association (LAECA)
- Southern Early Childhood Association (SECA)
- Louisiana Association for the Education of Young Children (LAEYC)
- National Association for the Education of Young Children (NAEYC)
- Louisiana Head Start Association
- National Head Start Association
- Child Care Association of Louisiana (CCAL)
- National Child Care Association
- National Black Child Development Institute (NBCDI)
- National Association for Family Child Care (NAFCC)

Attendance at a professional conference sponsored by an organization outside the field of Early Care and Education could also qualify as service to the profession if the field is closely related and the agenda includes topics which focus on children ages birth to five. Membership to these organizations would not count as membership to an early childhood professional organization; however, attendance at the conference could qualify as service to the profession.