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| **Caring for Our Children Standards – Registered Family:**STANDARD 1.4.4.2: Continuing Education for Small Family Child Care Home Caregivers/Teachers Small family child care home caregivers/teachers should have at least thirty clock-hours per year (2) of continuing education in areas determined by self-assessment and, where possible, by a performance review of a skilled mentor or peer reviewer. |
| PDC and OCCD Recommendations for RF | Current Rule Language | Proposed | Rationale |
| Increase required training hours for the provider from ten to 20 hours per license period.  | Completed a minimum of ten hours of training during the two years preceding the renewal date. The training must be related to the core knowledge categories in the Oregon Registry.  | Completed a minimum of fifteen hours of training during the two years preceding the renewal date . The training must be related to the core knowledge categories in the Oregon Registry. | It was proposed to increase the required training hours to 15, as the five hours of safety set training will not be counted as part of their required training hours. Safety set training hours could total eight hours. |
| Safety Set training done during an active license will count up to 5 hours towards the required training hours of continuing education. | *Not a current rule.* | *No change.* | The safety set training (1st Aid, CPR, Food Handler and RRCAN) will not count as part of the required continuing education. Two hours of RRCAN will count toward required continuing education after five years and every five years thereafter, but will not be accepted as part of the required child development training hours. |
| Two of the 20 hours must be in Guidance and Discipline. | *Not a current rule.* | At least two hours must be on Guidance and Discipline | Same rule proposed for RF, CF, CC and SA. |
| Four of the 20 hours must be in Program Management during the first two years or evidence that they meet that requirement in ORO. | *Not a current rule.* | During the first licensing period, at least four hours need to be in program management. |  |
|  | At least six clock hours of the ten hours of training must be in child development or early childhood education.  | At least eight of the 15 hours must be in child development or early childhood education. | Increased required child development or early childhood education hours in response to the increase in overall required training hours for the provider. |
|  | *Not a current rule.* | All training must be verified by the Oregon Registry Online. | Same rule proposed for RF, CF, CC and SA. |
| Training must be at least one hour in duration. | *Not a current rule.* | All training to be verified by ORO must be at least one hour in duration.  | Same rule proposed for RF, CF, CC and SA. |
| Training requirements are to be met within a program’s license period. | Completed a minimum of ten hours of training during the two years preceding the renewal date. | *No change.* | Already present in rule. |
| Food Handler training should be approved by the OHA. This should be stated in rule. | *Several references to food handler training in rule.* | Food handler training shall be approved by the Oregon Health Authority. | Same rule proposed for RF, CF, CC and SA. |
| All training, education and documentation must meet the Oregon Registry Training and Education Criteria. Training and education may include community based workshops, college courses, conferences and distance education, such as online training, correspondence courses or other training approved by OCC. | *Not a current rule.* | All training, education and documentation must meet the Oregon Registry Training and Education Criteria. Training and education may include community based workshops, college courses, conferences and distance education, such as online training, correspondence courses or other training approved by OCC. | Same rule proposed for RF, CF, CC and SA. |

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| **Caring for Our Children Standards – Certified Family:**STANDARD 1.4.4.1: Continuing Education for Directors and Caregivers/Teachers in Centers and Large Family Child Care Homes All directors and caregivers/teachers of centers and large family child care homes should successfully complete at least thirty clock-hours per year of continuing education/professional development in the first year of employment, sixteen clock-hours of which should be in child development programming and fourteen of which should be in child health, safety, and staff health. In the second and each of the following years of employment at a facility, all directors and caregivers/teachers should successfully complete at least twenty-four clock-hours of continuing education based on individual competency needs and any special needs of the children in their care, sixteen hours of which should be in child development programming and eight hours of which should be in child health, safety, and staff health. Programs should conduct a needs assessment to identify areas of focus, trainer qualifications, adult learning strategies, and create an annual professional development plan for staff based on the needs assessment. The effectiveness of training should be evident by the change in performance as measured by accreditation standards or other quality assurance systems. |
| PDC and OCCD Recommendations for CF | Current Rule Language | Proposed | Rationale |
| Provider is required to obtain Step Three in Oregon Registry within three years.  | *Not a current rule.* | The provider shall obtain a Step Three in the Oregon Registry within three years of initial licensing.A provider reopening their Certified Family Child Care shall obtain a Step Three in the Oregon Registry within two years of licensing. | Intent is to get the individual in professional development planning. We would be requiring their participation in the Oregon Registry. Doing this will show a return of CCDF dollars being spent on Oregon Registry and professional development. RF is baseline and the turnover is around 50%, so it wouldn’t be beneficial to require RF Oregon Registry participation. |
| Provider is required to include a minimum of 6 hours of Program Management within the first year or have evidence of having taken the training. Should the owner have this training? | *Not a current rule.* | During the first year of certification, the provider is required to complete a minimum of six hours of program management as part of their fifteen hours of training or provide verification of equivalent training in ORO. | The owner should have it if they function as the provider. |
| Should the owner have LEC, HED and UGB? | At least eight clock hours shall be in child development or early childhood education. The following core knowledge categories are accepted for the child development and early childhood education requirement: Diversity (D), Family and Community Systems (FCS), Human Growth and Development (HGD), Health Safety and Nutrition (HSN), Learning Environments and Curriculum (LEC), Observation and Assessment (OA), Special Needs (SN), and Understanding and Guiding Behavior (UGB). | *No change to rule.* | The owner should have it if they function as the provider. |
|  | *Not a current rule.* | At least two of the 15 hours must be in Guidance and Discipline. | Same rule proposed for RF, CF, CC and SA. |
|  | *Not a current rule.* | Substitute providers and volunteers who serve as an Assistant II and provide care in the home for more than 60 hours or more in a calendar year are required to complete 15 hours of training. | Increases professional development for those caregivers that will have prolonged access to children. |
|  | *Not a current rule.* | All training must be verified by the Oregon Registry Online. | Same rule proposed for RF, CF, CC and SA. |
| Training must be at least one hour in duration. | *Not a current rule.* | All training to be verified by ORO must be at least one hour in duration.  | Same rule proposed for RF, CF, CC and SA. |
| Training requirements are to be met within a program’s license period. | …shall participate yearly… | Training must have occurred during the 12 months preceding the renewal date.  | Same rule proposed for CF, CC and SA. |
| Food Handler training should be approved by the OHA. This should be stated in rule. | *Several references to food handler training in rule.* | Food handler training shall be approved by the Oregon Health Authority. | Same rule proposed for RF, CF, CC and SA. |
| All training, education and documentation must meet the Oregon Registry Training and Education Criteria. Training and education may include community based workshops, college courses, conferences and distance education, such as online training, correspondence courses or other training approved by OCC. | *Not a current rule.* | All training, education and documentation must meet the Oregon Registry Training and Education Criteria. Training and education may include community based workshops, college courses, conferences and distance education, such as online training, correspondence courses or other training approved by OCC. | Same rule proposed for RF, CF, CC and SA. |

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| **Caring for Our Children Standards – Certified Center:**STANDARD 1.4.4.1: Continuing Education for Directors and Caregivers/Teachers in Centers and Large Family Child Care Homes All directors and caregivers/teachers of centers and large family child care homes should successfully complete at least thirty clock-hours per year of continuing education/professional development in the first year of employment, sixteen clock-hours of which should be in child development programming and fourteen of which should be in child health, safety, and staff health. In the second and each of the following years of employment at a facility, all directors and caregivers/teachers should successfully complete at least twenty-four clock-hours of continuing education based on individual competency needs and any special needs of the children in their care, sixteen hours of which should be in child development programming and eight hours of which should be in child health, safety, and staff health. Programs should conduct a needs assessment to identify areas of focus, trainer qualifications, adult learning strategies, and create an annual professional development plan for staff based on the needs assessment. The effectiveness of training should be evident by the change in performance as measured by accreditation standards or other quality assurance systems. |
| PDC and OCCD Recommendations for CC | Current Rule Language | Proposed | Rationale |
| Head teacher and teacher increase training hours to 18 hours per license period. | The director, head teacher, and all teachers shall participate yearly in at least 15 clock hours of training or education related to child care, of which at least eight clock hours shall be in child development or early childhood education.  | The director, head teacher, site coordinator and all teachers shall participate yearly in at least 18 clock hours of training or education related to child care, of which at least eight clock hours shall be in child development or early childhood education.  | Getting closer to CFOC standards while minimizing the impact a large increase in training hours may cause programs. |
| Site director shall have 18 hours of required training per license period. | *Not a current rule.* | *Site coordinator is added to rule for director, head teacher and all teachers shall…* | Site directors and site coordinators are two different positions. Did we mean to put “site director” here? |
| Directors and multi-site coordinators, but not site directors, increase training hours to 20 hours per year. | *Not a current rule.* | *No change to rule.* | Determined not to do this. More efficient to keep track if the training requirements are the same. |
| Directors and multi-site coordinators, does not include site directors, be required to obtain 30 hours of training in Program Management within first two years or document 30 hours of training or education in Program Management. Other option would be 20 hours of training in Program Management within the first 3 years. | *Not a current rule.* | Directors and multi-site coordinators, not including site directors, shall obtain 15 hours of training in program management in the first year of employment, or provide verification of equivalent training in ORO. | Proposed rule is the same as the recommendation, but is calculated annually, instead of every two years. |
| Aide II’s be required to have X hours of training annually. | *Not a current rule.* | Aide II’s shall have 12 hours of training annually. At least 2 hours must be in Guidance and Discipline. Substitute Aide II's who provide care for 60 hours or more in a calendar year are required to complete 12 clock hours of training. | Increases professional development for Aide II’s that may have prolonged contact with children. |
| Head teachers – CCRIS data shows that there aren’t enough head teachers for the number of licensed programs to warrant the designation. This could be due to programs not using the title of “head teacher” appropriately. Do we want to do something with this designation? | *Not a current rule.* | *No change to rule.* | Don’t do anything right now. Need more data to determine if designation is being used and if so, is it being used appropriately by programs. |
|  | *Not a current rule.* | All training must be verified by the Oregon Registry Online. | Same rule proposed for RF, CF, CC and SA. |
| Training must be at least one hour in duration. | *Not a current rule.* | All training to be verified by ORO must be at least one hour in duration.  | Same rule proposed for RF, CF, CC and SA. |
| Training requirements are to be met within a program’s license period. | …shall participate yearly… | Training must have occurred during the 12 months preceding the renewal date.  | *Same rule proposed for CF, CC and SA.* |
| Food Handler training should be approved by the OHA. This should be stated in rule. | *Several references to food handler training in rule.* | Food handler training shall be approved by the Oregon Health Authority. | Same rule proposed for RF, CF, CC and SA. |
| All training, education and documentation must meet the Oregon Registry Training and Education Criteria. Training and education may include community based workshops, college courses, conferences and distance education, such as online training, correspondence courses or other training approved by OCC. | *Not a current rule.* | All training, education and documentation must meet the Oregon Registry Training and Education Criteria. Training and education may include community based workshops, college courses, conferences and distance education, such as online training, correspondence courses or other training approved by OCC. | Same rule proposed for RF, CF, CC and SA. |
| Recommendations for Step Requirements and Training Plans |
| Head teacher, teachers and site directors are required to have a training plan to achieve a Step 8 in OR. | *Not a current rule.* | *No change to rule.* | Recommended that a training plan not become a rule. Difficult to enforce. Increases workload for LS’s. |
| Directors and multi-site coordinators shall have a training plan to meet Step 9. | *Not a current rule.* | *No change to rule.* | Recommended that a training plan not become a rule. Difficult to enforce. Increases workload for LS’s. |
| Aide II’s be required to achieve Step 3 in OR within 3 years. | *Not a current rule.* | *No change to rule.* | Recommended not doing this because it could be difficult to monitor over a three year period. Increase workload for LS’s. |
| All staff, except Aides, are required to achieve a minimum of Step 3 in OR within 1 year. | *Not a current rule.* | *No change to rule.* | Recommended not doing this due to increase in workload for LS’s. High turnover of program staff. Staff moving to different facilities. |