Center Staff Qualifications 7-17-17/phb

Director

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| Current Rules | 21 years old; **AND** | (b) At least 1 year of training and/or experience in mgmt and supervision of adults; **AND** | (c) Have knowledge of child development for the primary ages served in the center, as evidenced by a combination of professional references, education, experience or tng. | If either is missing, OCC can approve a plan to show how the individual will obtain the missing qualification. | **OR** | Documentation of Step 9 or higher in the Oregon Registry. |
| CCEC comments from 6-7-17 meeting. |  |  |  | What needs to be in a plan?  Maybe we don’t allow a plan (have b & c) and they would have to ask for an exception. If no plan, would that hurt rural areas? | Take away the **OR**. | Is there a step level that a director should be? Require a 9 or an exception to approve a plan to get to Step 9 within a certain amount of time? Don’t agree with all of CFOC standards about experience in each group. Give a timeline to phase in current directors. |
| Proposed Rules | 21 years old; **AND** | At least 1 year of training and/or experience in mgmt and supervision of adults; **AND** | Have knowledge of child development for the primary ages served in the center, as evidenced by a combination of professional references, education, experience or tng. |  | **AND** | Increase two Step levels in the Oregon Registry every two years until at least a Step 9 is attained. |
| ***Caring For Our Children Standards [Items in underlined-bold are currently required in rule.]***   1. Bachelor degree with 9 credits in administration, leadership, or management, and 24 in early childhood, child development, elementary education, etc…; 2. **First aid/CPR;** 3. Knowledge of health and safety resources to education, health, and mental health; 4. Knowledge of community resources; 5. **Administrative and management skills in facility operations**; 6. Capability in curriculum design and implementation, ensuring that an effective curriculum is in place; 7. Oral and written communications skills; 8. Certification of satisfactory completion of instruction in medication administration; 9. **Demonstrated life experience skills in working with children in more than one setting;** 10. Interpersonal skills; 11. **Clean background screening.** | | | | | | |

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| Washington.  21 years old. | | Have at least two years’ experience working with children; **AND** | Knowledge of child development as evidenced by professional reference, education, experience, and on-the-job performance; **AND** | | Complete one of the following STARS training within six months.  (1) Basic training approved by STARS; or  (2) Current CDA or equivalent credential, or twelve or more college credits in early childhood education or child development; or  (3) AA or higher college degree in early childhood education or child development. **AND** | | | Have written proof of education for: A current CDA; **OR** | | The following number of college quarter credits in early childhood education:  (a) 45 if licensed for 25 or more children;  (b) 25 if licensed for 13-24 children;  (c) 10 if licensed for 12 or less children. |
| Indiana.  21 years old. | | A BA or BS degree in early childhood education or elementary education with a kindergarten endorsement and grades of C or better; **OR** | | Any BA or BS degree that has one of the following:  (A) 15 credit hours in college courses with content relating to the needs, skills, development, or teaching methods of children 6 years of age or younger and grades of C or better; or (B) A CDA; **OR** | | | An associate’s degree in early childhood education with a grade of C or better and at least three years of experience in an early childhood program. | | | All directors who were employed as a director prior to December 1, 1985, are exempt from the specific educational requirements for this position provided that his or her position continues as a director at that child care center. |
| New York.  16 years old. | One year full-time teaching experience in a child day care center, family or group family day care home or other early childhood program AND one year of experience supervising staff in a child care program or a related field of work; and one of the following: | | | (a) Bachelor's degree including, or in addition to, 12 credits in Early Childhood, Child Development or related field; or  (b) New York State Children's Program Administrator Credential; **OR** | | Two years full-time teaching  experience in a child day care center, family or group family day care home, or other early childhood program AND two years of experience supervising  staff in a child care program or related field of work; and one of the following: | | | (a) Associate's degree in Early Childhood or related field with a plan of study leading to a Bachelor's degree; or a New York State Program Administration credential; or  (b) CDA credential with a plan of study leading to a Bachelor's degree; or a New York State Children's Program Administrator Credential. | |

Center Staff Qualifications 7-17-17/phb

Head Teacher

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| Current Rules | 18 years old; **AND** | (a) Bachelor’s or Associate’s degree in early childhood education, child development, elementary education, special education and for school-age, physical education and recreation; **OR** | (b) A one year state or nationally recognized credential e.g. Child Development Associate (CDA), **OR** | (c) Completion of 20 credits (semester) or 30 credits (quarter) AND at least one year of qualifying teaching experience in a Certified Center, **OR** | (d) At least two years of qualifying teaching experience with at least one year as a teacher in a certified Child Care Center or comparable group care program, **OR** | (e) Documentation of Step 8.5 in the Oregon Registry. |
| CCEC comments from 6-7-17 meeting. |  |  |  |  | Remove the two years of qualifying teaching experience? What will this do to the workforce?  Want experience and education. Have to be aware of the ability to fill these positions with these changes. | Must have a AND b AND c or e AND d. Do engagement. This is a huge change and it may not work. Explore if comparable group experience can come from – RF? |
| Proposed Rules | Engagement will be done with staff and providers on the relevancy of the head teacher designation. Head teacher duties could be distributed between Directors and Teachers. | | | | | |
| ***Caring For Our Children Standards [Items in underlined-bold are currently required in rule.]***   1. 21 years old 2. Bachelor’s degree in early childhood education, school-age care, child development etc.; 3. **Minimum one year on-the-job training in providing a nurturing indoor and outdoor environment;** 4. **One or more years of experience, under qualified supervision, working as a teacher serving the ages and developmental abilities of the children in care;** 5. **First aid/CPR** 6. Thorough knowledge of child development and early childhood education; 7. Ability to respond appropriately to children’s needs; 8. Ability to recognize signs of illness and safety hazards; 9. Oral and written communication skills; 10. Medication administration training. | | | | | | |

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| Washington. The staff person identified in Washington rules as “lead teacher” more closely meets our definition of “teacher”. |
| Indiana. The staff person identified in Indiana rules as “lead caregiver” more closely meets our definition of “teacher”. |
| New York. The staff person identified in New York rules as “group teacher” more closely meets our definition of “teacher”. |

Center Staff Qualifications 7-17-17/phb

Teacher

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| Current Rules | 18 years old; **AND** | (a) Completion of 20 credits (semester) or 30 credits (quarter) of training in a college or university *[in specific areas of study, see Table 2]*, **OR** | (b) A one year state or nationally recognized credential, **OR** | (c) Completion of 10 credits (semester) or 15 credits (quarter) of training at a college or university AND at least six months of qualifying teaching experience, **OR** | (d) At least one year of qualifying teaching experience in a Certified Child Care Center or comparable group care program, **OR** | (e) Documentation of Step 8 in the Oregon Registry. |
| CCEC comments from 6-7-17 meeting. |  |  |  | Remove the one year of qualifying teaching experience? What will this do to the workforce?  Want experience and education. Have to be aware of the ability to fill these positions with these changes. Take out one of the other four. |  | Must have a AND b AND c or e AND d. Do engagement. This is a huge change and it may not work. Explore if comparable group experience can come from – RF? |
| Proposed Rules | 18 years old; **AND** |  | (a) A state or nationally recognized credential, **OR** | (b) Step 4 and at least one year of qualifying teaching experience in a Certified Child Care Center or comparable group care program, **OR** | (c) Completion of 10 credits (semester) or 15 credits (quarter) of training at a college or university AND at least six months of qualifying teaching experience, **OR** | (d) Documentation of Step 7 in the Oregon Registry. |
| ***Caring For Our Children Standards [Items in underlined-bold are currently required in rule.]***   1. 21 years old 2. Bachelor’s degree in early childhood education, school-age care, child development etc…; 3. **Minimum one year on-the-job training in providing a nurturing indoor and outdoor environment;** 4. **One or more years of experience, under qualified supervision, working as a teacher serving the ages and developmental abilities of the children in care;** 5. **First aid/CPR** 6. Thorough knowledge of child development and early childhood education; 7. Ability to respond appropriately to children’s needs; 8. Ability to recognize signs of illness and safety hazards; 9. Oral and written communication skills; 10. Medication administration training. | | | | | | |

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| Washington. 18 years old.  The lead teacher is a child staff person who is in charge of a child or group of children and implements the activity program. | | | | Have completed a high school education or the equivalent; **AND** | | Have documented child development education or work experience; **OR** | | Complete one of the following STARS training within six months of becoming a lead teacher.  (1) Basic training approved by STARS; or  (2) Current CDA or equivalent credential, or twelve or more college credits in early childhood education or child development; or  (3) Associate of arts (AA) or higher college degree in early childhood education or child development. | | |
| Indiana. 18 years old.  The lead caregiver is responsible for managing and planning for one group of children. | | A current CDA credential; **OR** | A BA or BS in early childhood education or elementary education with a kindergarten endorsement and grades of C or better from an accredited college or university; **OR** | | | | A BA or BS from a college or university that includes one of the following:  (A) Fifteen credit hours in college level courses with  document content relating to the needs, skills, development, or teaching methods of children six years of age or younger and grades of C or better.  (B) An AA in early childhood education from a college or university, with a grade of C or better. | | | Lead caregivers that do not meet these qualifications shall:  (1) have eight hours additional in-service training per year appropriate to the age group with which the caregiver is working;  (2) enroll in one of the educational programs listed in subsection (a) within one year of becoming a lead caregiver;  (3) provide documentation showing successful completion of at least six credit hours per year. |
| New York.  16 years old. | An Associate’s degree in Early Childhood, Child Development  or related field, **OR** | | | | A CDA or other recognized credential specific to the child’s developmental period, and  one year experience related to caring for children, **OR** | | | | Nine college credits in Early Childhood, Child Development or a related field, with a plan of study leading to a CDA or an Associate’s degree in Early Childhood, Child Development or related field; and two years’ experience related to caring for children. | |

Center Staff Qualifications 7-17-17/phb

Aide II

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| Current Rules | 18 years old; **AND** | (a) Infant/ Toddler/ Preschool Program: Have worked at least six months at the center where they are now employed. | (b) School-Age Program: Have worked at least four months in the center where they are now employed. |
| CCEC comments from 6-7-17 meeting. |  | 240 hours if they had experience working somewhere else. | |
| Proposed Rules | 18 years old; **AND** | (a) Have on file documentation of an orientation and be familiar with the center's policies and procedures and these requirements (OAR 414-300-0000 through 414-300-xxxx). | (b) Have worked at least 240 hours at any certified center. |
| ***Caring For Our Children Standards [Items in underlined-bold are currently required in rule.]***   1. **18 years old** 2. High school diploma or GED 3. **Have on the job training including structured orientation** 4. 50% of all aides must have or be working on either a Child Development Associate or the equivalent 5. **Should work under direct supervision of a teacher.** Should never be left alone with children. | | | |

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| Washington. 16 years old. | May never be left alone with children, unless they are 18 years old. Then they may be left alone with children for brief periods of time. | |
| Indiana. No minimum age requirement. | Support staff shall complete orientation and ongoing training to carry out their assigned responsibilities. | Support staff are exempt from educational requirements. |
| New York.  16 years old. | A High School Diploma, or its equivalent, or | One year of experience working with children less than 13  years of age. |

**Proposed Continuum of Qualifications for Center Staff** 7-17-17/phb

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| Director | 21 years old; **AND** | At least 1 year of training and/or experience in mgmt and supervision of adults; **AND** | Have knowledge of child development for the primary ages served in the center, as evidenced by a combination of professional references, education, experience or tng; **AND** | | Increase two Step levels in the Oregon Registry every two years until at least a Step 9 is attained. | |
| Head Teacher |  | Under review. Further engagement needed. | | | | |
| Teacher | 18 years old; **AND** | (a) A state or nationally recognized credential, **OR** | (b) Step 4 and at least one year of qualifying teaching experience in a Certified Child Care Center or comparable group care program, **OR** | | (c) Completion of 10 credits (semester) or 15 credits (quarter) of training at a college or university AND at least six months of qualifying teaching experience, **OR** | (d) Documentation of Step 7 in the Oregon Registry. |
| Aide II | 18 years old; **AND** | (a) Have on file documentation of an orientation and be familiar with the center's policies and procedures and these requirements (OAR 414-300-0000 through 414-300-xxxx). | | (b) Have worked at least 240 hours at any certified center. | | |

**Proposed Continuum of Qualifications for all Licensed Care Comparable Staff** 7-17-17/phb

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| Registered Family Provider | 18 years old |  |  |  |  |
| Certified Family Provider | 18 years old if the facility is certified to care for 12 children. 21 years old if the facility is certified to care for more than 12 children. | (a) At least one year of qualifying teaching experience, as specified in OAR 414-350-0010(28), in the care of a group of children in an ongoing group setting such as a kindergarten, preschool, child care center, certified family child care home, registered family child care home, or Head Start program; **OR** | (b) Completion of 20 credits (semester system) or 30 credits (quarter system) of training in a college or university in early childhood education or child development; **OR** | (c) Documentation of attaining at least step eight in the Oregon Registry; **OR** | (d) Prior to a home becoming certified for more than 12 children, a provider who is qualified solely through their experience in a registered family child care home must also complete one year of experience in a certified family child care home. |
| Certified Center Director | 21 years old. | At least 1 year of training and/or experience in mgmt and supervision of adults; **AND** | Have knowledge of child development for the primary ages served in the center, as evidenced by a combination of professional references, education, experience or tng; **AND** | Increase two Step levels in the Oregon Registry every two years until at least a Step 9 is attained. |  |

CC Qualifying Teaching Experience means: (a) For infant/toddler and preschool age groups, 1,500 hours, gained with a group of the same age children in at least three-hour blocks, within a 36-month period; (b) For school-age groups, 600 hours, gained with a group of the same age children in at least three-hour blocks, within a 36-month period. Qualifying teaching experience must be documented. Time spent in a college practicum or practice teaching is considered qualifying teaching experience. The following does not constitute qualifying teaching experience: leader of a scout troop; Sunday school teacher; and coaching.

CF Qualifying Teaching Experience means 1,500 hours, gained in at least three-hour blocks, within a 36-month period, with a group of children in an on-going group setting. Such a setting includes a kindergarten, preschool, child care center, certified or registered family child care home, Head Start program, or equivalent. Qualifying teaching experience must be documented. Time spent in a college practicum or practice teaching is considered qualifying teaching experience. The following does not constitute qualifying teaching experience: leader of a scout troop; Sunday school teacher; and coaching.

**Proposed Continuum of Qualifications for Aide II’s and Assistant II’s**  7-17-17/phb

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| Certified Family Assistant II | 18 years old | (a) Have on file documentation of an orientation and be familiar with the provider's policies and procedures and these requirements (OAR 414-350-0000 through 414-350-0405); | (b) Have worked at least 60 hours at the certified family child care home, in a minimum of 3-4 hour blocks of time. |
| Certified Center Aide II | 18 years old | (a) Have on file documentation of an orientation and be familiar with the center's policies and procedures and these requirements (OAR 414-300-0000 through 414-300-xxxx). | (b) Have worked at least 240 hours at any certified center. |

**Responsibilities for Aide II’s compared to Assistant II’s**

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| Certified Family Assistant II | Must have 1st Aid, CPR, CBR enrollment and OCC approved health and safety training. | With the approval of the provider, may be out of sight and sound of the provider with a group of children. |
| Certified Center Aide II | Must have 1st Aid, CPR, CBR enrollment and OCC approved health and safety training. | With the approval of the director, be out of sight and sound of a teacher for brief, necessary events, such as taking a child to the bathroom or bringing a child in for minor medical attention.  Aide II’s may be left alone with napping children. As the children awaken, addition staff must be added. |