

Question 1: Staff Qualifications – Director

Caring For Our Children Standard. Education requirement: Bachelor's degree with 9 credits in management or leadership and 24 credits in early childhood, child development, or similar. Experience working with children in more than one setting.

Proposed Rules for Director Qualifications:

- (1) At least 1 year of training or experience in management and supervision of adults; AND
 (2) Have verifiable knowledge of child development for the primary ages served in the center, evidenced by a combination of professional references, education, and experience or training as follows:
 (a) 7 credit hours in early childhood education or child development at a college or university; OR
 (b) 70 training hours in child development relevant to ages of the children served in the center; OR
 (c) 600 hours of qualifying teaching experience with children the same age as those in the program; OR
 (d) Step 5 in the Oregon Registry; AND
 (e) Increase two Step levels in the Oregon Registry every two years until at least a Step 9 is attained.

What effects would you anticipate as a result of the proposed rule? Check all that apply:

ANSWER CHOICES	RESPONSES	
Increased professionalism in the early care and education industry.	46.15%	72
Staffing and recruitment challenges.	46.79%	73
Better qualified directors.	53.85%	84
Fewer qualified candidates for director.	52.56%	82
Financial commitment for increased education and training could be challenging.	61.54%	96
Time required for training is hard to find.	43.59%	68
Total Respondents: 156		

Comments: People agreed that it seemed like a good idea, but it could present staffing challenges and training could be difficult to find.

Question 2: Staff Qualifications – Director

The proposed rule asks that all directors have a Step 9 on the Oregon Registry or work towards achieving a Step 9 by increasing two step levels every two years. Please choose the answer(s) that best meets your situation.

ANSWER CHOICES	RESPONSES	
A. The director qualifies for, or is already at a Step 9 in the Oregon Registry.	54.43%	86
B. We see no problem reaching this goal through incremental step increases every two years.	14.56%	23
C. It would be difficult to accomplish but we think we could make it work.	20.89%	33
D. Our director barely meets the current requirements so this would make it difficult for our center.	10.76%	17
E. We are unlikely to be able to meet this requirement.	13.92%	22
Total Respondents: 158		

Comments: Over half the respondents were already at Step 9. Some comments said that Step 7 would be sufficient based on their low rate of pay and would be less likely to affect staffing concerns.

Question 3: Staff Qualifications – Director

If your response was D or E to the previous question, please choose one of the following:

ANSWER CHOICES	RESPONSES	
Our director is new or we have high director turnover and the training/education hours required for the gradual step increase seem high.	4.69%	3
We could do it if we have more time to meet the step increase.	20.31%	13
We do not feel that a director needs more child development than already required.	34.38%	22
Other	40.63%	26
TOTAL		64

Comments: Perhaps a Step 7 instead of Step 9?

Question 4: Proposed Rule for Head Teacher Qualifications

The Office of Child Care is proposing to eliminate the role of Head Teacher in the rules. Centers have flexibility to determine titles and duties as appropriate and would not be required to have a designated Head Teacher. What consequences would result if this change is made? Mark all that apply.

ANSWER CHOICES	RESPONSES	
None	74.36%	116
Planning and curriculum duties would be reassigned to someone else.	8.33%	13
Our curriculum would suffer.	7.69%	12
Employees would lose the head teacher designation and affect their compensation.	21.15%	33
Other:	5.77%	9
Total Respondents: 156		

Comments: ¾ said that this would not present a problem. Others said it was an important part of their chain of command.

Question 5: Staff qualifications – Teacher

Caring For Our Children standards recommend a Bachelor's degree in early childhood education, school-age care or similar and a minimum of one year on-the-job training and teaching experience and thorough knowledge of child development and early education.

Proposed Rule for Teacher Qualifications

The proposed rule adds a required education component to be a teacher. Individuals must have a combination of qualifying teacher experience and formal training documented in the Oregon Registry Online (ORO). **[Our proposal was 50 hours. Would match a Step 5.]**

In your opinion, what should be the minimum education requirement, in addition to one year of qualifying teaching experience?

ANSWER CHOICES	RESPONSES	
▼ 40 training hours (4 college quarter credits)	46.54%	74
▼ 50 training hours (5 college quarter credits)	5.66%	9
▼ 60 training hours (6 college quarter credits)	17.61%	28
▼ Other	30.19%	48
TOTAL		159

Comments: Almost half indicated that 40 hours would be good. 30% wanted no changes. Requiring 50 hours of training would be a significant investment of time and money.

Question 6: Staff qualifications – Aide II

Current rule: An Aide II shall have worked at least six months at the center where they are now employed.

Proposed Rule for Aide II Qualifications: An Aide II shall have worked at least 240 hours with comparable aged children at any certified facility. Do you agree with the proposed rule language?

ANSWER CHOICES	RESPONSES	
▼ Yes	76.88%	123
▼ No	23.13%	37
▼ Recommendation changes	0.00%	0
TOTAL		160

Comments: Over ¾ supported the proposal. This would encourage Aide II's to get their degrees.

Question 7: Staff Training Requirements for Director, Teacher and Site Coordinator

This section of the survey addresses annual training requirements. Current Office of Child Care Rule requires 15 clock hours of training for most care-giving staff. Caring For Our Children recommends 30 clock hours of continued education or training for all early care and educational professionals working in child care centers.

The proposed rule would implement increased annual training requirements over a period of eight years as follows:

For Directors, Teachers, Site-Coordinators

License expires between January 1, 2019 through December 31, 2020: 18 clock hours of training or education related to child care, of which at least 9 clock hours shall be in child development or early childhood education.

License expires between January 1, 2021 through December 31, 2022: 20 clock hours of training or education related to child care, of which at least 11 clock hours shall be in child development or early childhood education.

License expires between January 1, 2023 through December 31, 2024: 22 clock hours of training or education related to child care, of which at least 13 clock hours shall be in child development or early childhood education.

License expires after January 1, 2025: 24 clock hours of training or education related to child care, of which at least 15 clock hours shall be in child development or early childhood education.

Aide II (training hours not required in current rule)

License expires between January 1, 2019 through December 31, 2020: 12 clock hours of training or education related to child care.

License expires between January 1, 2021 through December 31, 2022: 14 clock hours of training or education related to child care.

License expires between January 1, 2023 through December 31, 2024: 16 clock hours of training or education related to child care.

License expires after January 1, 2025: 18 clock hours of training or education related to child care.

Which statement most reflects your thoughts on the proposed rule changes?

ANSWER CHOICES ▼	RESPONSES ▼	
▼ I completely support the increase in training hours.	12.35%	20
▼ I support the increase but have concerns about meeting the training requirements due to cost of and/or access to quality training.	32.10%	52
▼ Our staff members currently meet or exceed training hours, I am neutral on whether there are increases or not.	14.20%	23
▼ I think the training hour increases are high, but see the value for staff members.	12.35%	20
▼ This is way too many hours of annual training.	24.07%	39
▼ Other	4.32%	7
▼ Suggestions	0.62%	1
TOTAL	162	

Comments: Seems like a lot of training but it seems like there is sufficient time to get it done.