



OFFICE OF THE STATE SUPERINTENDENT OF EDUCATION

Early Childhood Educator Minimum Education Requirements January 2024

Note: This report reflects data in the Division of Early Learning Licensing Tool (DELLT) as of Oct. 16, 2023 and is based on the minimum education requirements in the child care licensing regulations at that time and scheduled to go into effect on Dec. 2, 2023. On Dec. 20, 2023, the Office of the State Superintendent of Education (OSSE) updated the minimum education requirements for the early learning workforce to include additional pathways for meeting the required credentials. Future reports will provide data on the numbers and percentages of staff meeting credential requirements as updated on Dec. 20, 2023.

In December 2016, OSSE adopted [child care licensing regulations](#) that increased the minimum education requirements for the early childhood workforce to ensure that staff meet the necessary qualifications and credentials to educate young children.

The licensing education requirements as of October 2023 and compliance deadlines for various staff positions can be found below.

Position	Minimum Education Credential Required	Deadline to Achieve Credential
Center Director	Bachelor's degree (BA) in early childhood education (including early childhood development, early childhood education, elementary education, or early special education) or a bachelor's degree in any subject area with at least 15 semester credit hours in early childhood education.	Dec. 2, 2022
Teacher	Associate degree (AA) in early childhood education (or early childhood development, child and family studies, or a closely related field) or an associate degree (or higher) in any subject area with at least 24 semester credit hours in early childhood.	Dec. 2, 2023
Assistant Teacher	Child Development Associate (CDA) or an associate degree (or higher) in any subject area.	Dec. 2, 2023
Expanded Home Caregiver	AA in early childhood education (or early childhood development, child and family studies or a closely related field) or an associate degree (or higher) in any subject area with at least 24 semester credit hours in early childhood.	Dec. 2, 2023

Home Caregiver and Associate Home Caregiver	CDA	Dec. 2, 2023
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The table below presents the numbers and percentage of current early childhood educators in each role who had achieved the minimum education credential for their position as of October 2023 as reported by employers in DELLT.

Position	Total Population	Total Number of Staff Currently Meeting or Exceeding Minimum Education Requirement	Percentage Currently Meeting or Exceeding Minimum Education Requirement
Center Director	329	286	86.9%
Teacher	1,808	738	40.8%
Assistant Teacher	1,516	598	39.4%
Expanded Home Caregiver	48	26	54.2%
Home Caregiver	51	39	76.5%
Associate Home Caregiver	152	79	52%

** The data reported above is based on staff members who met the minimum education requirements based on the Dec. 2, 2022 (for center directors) and Dec. 2, 2023 (all other positions) deadlines. These numbers and percentages do not include individuals covered by a 10-year continuous service or general waiver.*

Several supports and resources are available to assist current and prospective early childhood educators in meeting education requirements for their roles. Early childhood educators who require assistance developing an individualized plan or are unsure of how to get started may contact the ECE Help Desk for support at ECEhelpdesk@dc.gov or (202) 478-5903. Support is available in various languages.

For more information on the minimum education requirements, visit osse.dc.gov/eceresources.