



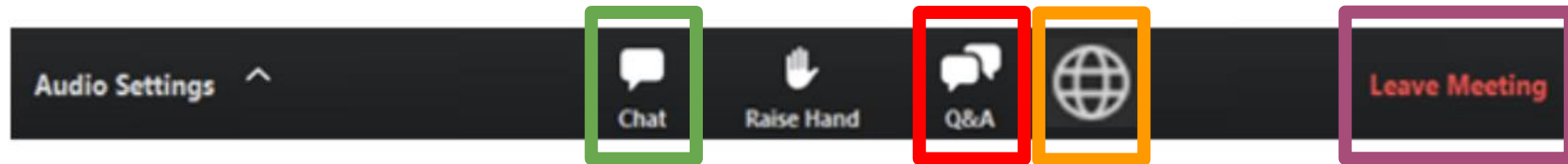
## Updated Education Requirements for the DC Early Childhood Workforce

February 2024

# Zoom Engagement

Submit your questions using the **Q&A** feature.

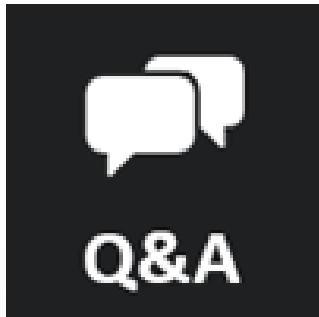
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Additional **information** and **links to materials** will be shared here.

Listen to the meeting in the language of your choice. Click here to **access Amharic or Spanish interpretation**.

# Live Questions and Answers



A screenshot of a Q&amp;A interface. At the top, it says "Q&amp;A" with a blue icon. Below that are two tabs: "All questions (2)" and "My questions". A user named "Lee" posted a question at "01:54 PM": "Will there be a follow-up session?". There is a thumbs-up icon with "1" next to it and a "Comment" button. At the bottom, there is a text input field with the placeholder text "Type your question here...". This input field is highlighted with a red border.

Type your question here and click **Submit**.



# Meet Today's Speakers

## **Hannah Matthews**

Director, Policy, Planning and Research  
Office of the State Superintendent of  
Education (OSSE)

## **Dr. Buen Abo**

Program Manager, Workforce  
Development and Enhancement  
OSSE



# Agenda

1. Overview of the updated education requirements
2. Requirements for each position
3. Resources and supports
4. Q&A
5. Next steps

# What changes have been made to the child care licensing regulations?

# Education Requirement Timeline

2016	2018	2020	2022	2023	
OSSE published updated licensing regulations	OSSE extended deadline for workforce to meet education requirements	OSSE extended deadline for workforce to meet education requirements due to impacts of COVID-19	Education requirement went into effect for centers directors Dec. 2	Education requirement went into effect for teachers, assistant teachers, expanded home caregivers, home caregivers and associate home caregivers Dec. 2	Dr. Grant signed Notice of Emergency and Proposed Rulemaking updating education requirements for the DC early childhood workforce Dec. 20



# At a high level, the 2016 regulations established the following minimum education requirements

- **Bachelor's degree** with early childhood coursework for child development center **directors**
- **Associate degree** with early childhood coursework for child development center **teachers** and **expanded home providers**
- **Child Development Associate (CDA)** for child development center **associate teachers, home providers** and **associate home caregivers**
- Child development facilities could apply for a continuous service waiver for directors, teachers and expanded home providers with 10 years continuous service prior to 2016

The core of these standards has not changed; rather, the new licensing regulations recognize a broader range of pathways through which early educators can meet these requirements and allow a pathway for individuals to work while completing degrees/credentials required for their position.



# Updated licensing regulations went into effect Dec. 20, 2023

- On Dec. 20, 2023, OSSE [updated the child care licensing regulations](#) regarding minimum education requirements for the early learning workforce.
  - [Summary of Changes](#) ([Español](#) | [Amharic](#))
- The updated regulations maintain the District's commitment to high standards for early educators while providing additional pathways and flexibility in how early childhood educators can meet education requirements.
- These changes reflect input from early learning stakeholders, including early childhood educators, child care program operators and advocacy organizations, as well as lessons the OSSE has learned from supporting early childhood educators to meet degree and credential requirements.

# Additional pathways to meet education requirements for center directors, teachers and expanded home caregivers

- Expand the list of majors recognized as equivalent to an early childhood education degree for **center directors, teachers** and **expanded home caregivers**.
- Expand the minimum education requirement for **teachers** to include the completion of 60 credit hours of college-level coursework in early childhood education or a related field, in addition to an associate or more advanced degree.
- Allow the completion of 60 credit hours of college-level coursework or a degree earned outside of the US to count toward the minimum education requirements for **teachers** with the submission of a foreign credential equivalency report.
- Reduce the number of credit hours required in early childhood education for a **center director** who has a bachelor's degree in another field from 15 to 12 hours.
- Reduce the number of credit hours in early childhood education required for a **teacher** or **expanded home caregiver** who has completed 60 credit hours or an associate or more advanced degree in another field from 24 to 12 hours.

# Additional pathways for assistant teachers and associate home caregivers

- Expand the Child Development Associate (CDA) requirement for assistant teachers and associate home caregivers to include a comparable state-awarded certificate (from another state) approved by OSSE.

# Expanded continuous service certification

- Provide for **center directors** who have continuously served in their role since Dec. 2, 2006 or earlier to apply for a continuous service certification that waives the minimum education requirement.
  - This certification may be maintained by an individual irrespective of changes in employment (unlike current education waivers that apply to the facility).
- Provide for **teachers, assistant teachers, home caregivers, expanded home caregivers and associate home caregivers** who have continuously served in their role since Dec. 20, 2013 or earlier to apply for a continuous service certification that waives the minimum education requirement.
  - This certification may be maintained by an individual irrespective of changes in employment (unlike current education waivers that apply to the facility).
  - Absences from the labor force due to personal or familial caregiving responsibilities during that 10-year period will not count against the individual.

# New enrollment-based certification

- **Teachers or expanded home caregivers** with a Child Development Associate (CDA) who are enrolled in a credential or degree program to meet the education requirement for their staff type may apply for an enrollment-based certification.
  - The certification is valid for four years.
- **Assistant teachers and associate home caregivers** with a high school diploma or equivalent who are enrolled in a credential or degree program to meet the education requirement for their staff type may apply for an enrollment-based certification.
  - The certification is valid for two years.

**What are the credential/degree pathways  
for each position?**

# Center Director

A **center director** can meet the education requirement by meeting one of the following:

- Bachelor's degree in early childhood education or closely related field; OR
- Bachelor's degree in any subject area with at least 12 credit hours in early childhood education.

Visit [osse.dc.gov/eceresources](https://osse.dc.gov/eceresources) for more information on education requirements and available resources and supports.



# Teacher

A **teacher** can meet the education requirement by meeting any one of the following:

- Associate degree (or higher) in early childhood education or a closely related field; OR
- Completion of at least 60 credit hours or an associate degree (or higher) in any subject area with at least 12 credit hours in early childhood education; OR
- Enrollment in a degree program provided that the teacher holds a Child Development Associate (CDA) and earns an associate degree (or higher) within four years of their initial date of hire as a teacher at a child development center licensed by OSSE.

Visit [osse.dc.gov/eceresources](https://osse.dc.gov/eceresources) for more information on education requirements and available resources and supports.





# Assistant Teacher

An **assistant teacher** can meet the education requirement by meeting any one of the following:

- Child Development Associate (CDA); OR
- Associate degree (or higher) in any subject area; OR
- Completion of at least 60 credit hours in any subject area; OR
- State-awarded certificate comparable to a CDA that is approved by OSSE; OR
- High school diploma or equivalent, provided the individual earns a CDA within two years of their initial date of hire as an assistant teacher at a child development center.

Visit [osse.dc.gov/eceresources](https://osse.dc.gov/eceresources) for more information on education requirements and available resources and supports.

# Expanded Home Caregiver

An **expanded home caregiver** can meet the education requirement by meeting any one of the following:

- Associate degree (or higher) in early childhood education or a closely related field; OR
- Completion of at least 60 credit hours or an associate degree (or higher) in any subject area with at least 12 credit hours in early childhood education; OR
- Enrollment in a degree program provided the expanded home caregiver holds a Child Development Associate (CDA) and earns an associate degree (or higher) within four years of opening the expanded child development home.

Visit [osse.dc.gov/eceresources](https://osse.dc.gov/eceresources) for more information on education requirements and available resources and supports.



# Home Caregiver

A **home caregiver** can meet the education requirement by meeting any one of the following:

- Child Development Associate (CDA); OR
- State-awarded certificate comparable to a CDA that is approved by OSSE; OR
- Associate degree (or higher) in early childhood education or a closely related field; OR
- Completion of at least 60 credit hours or an associate degree (or higher) in any subject area with at least 12 credit hours in early childhood education.

Visit [osse.dc.gov/eceresources](https://osse.dc.gov/eceresources) for more information on education requirements and available resources and supports.



# Associate Home Caregiver

An **associate home caregiver** can meet the education requirement by meeting any one of the following:

- Child Development Associate (CDA); OR
- State-awarded certificate comparable to a CDA that is approved by OSSE; OR
- Completion of at least 60 credit hours or an associate degree (or higher) in any subject area; OR
- High school diploma or equivalent, provided the individual earns a CDA within two years of their initial date of hire as an associate caregiver at a child development home or expanded child development home.

Visit [osse.dc.gov/eceresources](https://osse.dc.gov/eceresources) for more information on education requirements and available resources and supports.



**What resources and supports are available  
to early childhood educators?**



# CDA Training and Preparation Programs

## CentroNía Institute

CentroNía Institute was awarded Gold Standard Training Certification by the Council for Professional Recognition in 2017.

CentroNía provides support and technical assistance for initial and renewal Child Development Associate (CDA) training and preparation in English, Spanish and Amharic as well as those who complete CDA coursework via Quorum.

For additional information, please contact:

**Alfredo Monterrey**  
Bilingual CDA Coordinator  
[CDAinstitute@centronia.org](mailto:CDAinstitute@centronia.org)  
(202) 332-4200, ext. 1021  
(202) 948-6851

## Southeast Children's Fund (SCF)

SCF was awarded Gold Standard Training Certification by the Council for Professional Recognition in 2019.

SCF provides support and technical assistance for initial and renewal Child Development Associate (CDA) training and preparation as well as those who complete CDA coursework via Quorum.

For additional information, please contact:

**Kamila Johnson**  
Program Manager  
[southeastcda@gmail.com](mailto:southeastcda@gmail.com)  
(202) 561-5500 or (202) 406-0422

# Quorum eLearning

Quorum eLearning is a membership-based online professional development platform.

- Includes all the 120 training hours needed to obtain or renew a Child Development Associate (CDA) credential
- Includes all the health and safety training mandated by the Child Care and Development Block Grant (CCDBG) for early educators
- All courses are based on developmentally appropriate practices for young children, scientific research and best practices in adult learning

For additional information, please contact:

[Help@QuorumLearning.com](mailto:Help@QuorumLearning.com)

(404) 325-2225

# DC Leading Educators toward Advanced Degrees (DC LEAD) Program

The [DC LEAD program](#) provides scholarships and incentives to child care educators in the District of Columbia to complete coursework toward an associate and/or bachelor's degree in early childhood education (ECE).

For additional information, please contact:

**Emmett Irby**  
Program Manager, DC LEAD  
[DCLEAD@sechildrensfund.org](mailto:DCLEAD@sechildrensfund.org)  
(202) 561-5500



# DC Futures Program

The [DC Futures program](#) helps DC college students complete their first associate or bachelor's degree by providing a last-dollar scholarship (tuition, fees and cost of attendance) at three local universities in addition to college coaching and support services that will address personal and financial barriers to completion for all participants. The DC Futures application for the 2024-25 academic year opens March 11. Applicants must be able to demonstrate that they have been a DC resident for the past 12 months.

DC Futures partners with:

- The Catholic University of America
- Trinity Washington University
- University of the District of Columbia (UDC)/University of the District of Columbia Community College

For more information or questions, please contact:

[osse.dcfutures@dc.gov](mailto:osse.dcfutures@dc.gov)  
(202) 727-2824



# Mayor's Scholars Undergraduate Program

The [Mayor's Scholars Undergraduate Program](#) provides need-based funding for eligible DC residents earning their first associate or bachelor's degree at select area colleges and universities. The program is a last-dollar award meaning it can be used to fill the gap between a student's financial aid package and the cost of attendance. The Mayor's Scholars Undergraduate Program application for the 2024-25 academic year opens March 11.

For more information or questions, please contact:

**Melanie Fleming**

[Melanie.Fleming@dc.gov](mailto:Melanie.Fleming@dc.gov)

(202) 741-6406

# DC Tuition Assistance Grant (DCTAG) Program

DCTAG is a student-level grant program that provides grants of up to \$10,000 toward the difference between in-state and out-of-state tuition at public colleges and universities to eligible DC residents.

If you plan to apply for the Mayor's Scholars Undergraduate Program or the DC Futures Program, OSSE recommends applying to DCTAG first. The DCTAG application opens March 11.

For additional information, please contact:

**Kenneth McGhee**

DC TAG Director

[Kenneth.McGhee@dc.gov](mailto:Kenneth.McGhee@dc.gov)

(202) 481-3946



# ECE Help Desk

The ECE Help Desk is available to help answer questions, provide resources, assist with planning and offer individualized assistance. Learn more at: [osse.dc.gov/ecehelpdesk](https://osse.dc.gov/ecehelpdesk).



# Other Scholarship Opportunities and Grants

- Child care providers may also want to look at additional financial assistance available at the college or university they are currently attending or interested in attending ([UDC](#), [Trinity Washington University](#), etc.)
- [Federal Pell Grants](#)
- [Free Application for Federal Student Aid \(FAFSA\)](#)
- [Advancing Early Education Collaborative](#)
  - Advancing Early Education Collaborative is an initiative between [American University](#) (AU), [Trinity Washington University](#) and Martha's Table.
  - The initiative includes a seamless articulation of academic pathways across institutions and “stackable credentials,” starting with the Child Development Associate (CDA) and ending with a full bachelor’s degree from either [AU’s School of Education](#) or [Trinity Washington University](#).

**What options are available for early childhood educators who do not fully meet the credential requirements for their staff type?**

# Certifications

**Continuous service**

**Enrollment-based**

Individuals may maintain both types of certifications across changes in employment.

*This means that early childhood educators may apply for a certification on their own, or a facility may apply on their behalf.*

# Who can apply for a continuous service certification

- **Center directors** who have continuously served in their role since Dec. 2, 2006, or earlier.
- **Teachers, assistant teachers, home caregivers, expanded home caregivers and associate home caregivers** who have continuously served in their role since Dec. 20, 2013, or earlier.
  - Absences from the labor force due to personal or familial caregiving responsibilities during that 10-year period will not count against the individual.
- The continuous service certification does not expire.



# Who can apply for an enrollment-based certification

- **Teachers or expanded home caregivers** with a CDA who are enrolled in a credential or degree program to meet the education requirement for their staff type.
  - The certification is valid for four years.
- **Assistant teachers and associate home caregivers** with a high school diploma or equivalent who are enrolled in a credential or degree program to meet the education requirement for their staff type.
  - The certification is valid for two years.

# How to apply for certifications

- Waiver application(s) submitted by facility leaders prior to Dec. 20, 2023 on behalf of their staff will be evaluated based on the updated licensing regulations. OSSE will share determinations as soon as possible.
  - Neither the facility nor the individual staff person on whose behalf the facility submitted the waiver needs to submit another application.
- OSSE is currently preparing a new process for applying for certifications and will share more information about that process later this spring.
- As OSSE works to implement the new process:
  - **Facility leaders** who would like to apply for a certification for a member(s) of their staff or themselves may submit a [general waiver](#) and/or [10-years of continuous service waiver](#) application to the ECE Help Desk at [ECEhelpdesk@dc.gov](mailto:ECEhelpdesk@dc.gov).
  - **Early childhood educators** who would like to apply for a continuous service certification and/or enrollment-based certification should contact the ECE Help Desk at [ECEhelpdesk@dc.gov](mailto:ECEhelpdesk@dc.gov) or (202) 478-5903. The ECE Help Desk will follow up with more information on how to apply for a certification(s) when it is available.

**Do the updates to the education requirements change the minimum salaries for the Early Childhood Educator Pay Equity Fund?**

# Pay Equity Fund minimum salaries have not changed

- The updated child care licensing regulations do not change the FY24 minimum salaries for the Early Childhood Educator Pay Equity Fund or the child development facility (CDF) payroll funding formula calculation.
- The updated regulations allow early childhood educators who receive an enrollment-based certification to remain employed in roles they would not have been able to be employed in prior to the updates to the licensing regulations. However, in most cases, updates to the child care licensing regulations do not change the minimum salary the individual qualifies for.

# Please tell us what language you attended today's session in.

Please respond to the Zoom poll on screen



# Q&A



**How can facility leaders support their staff  
to meet the education requirements?**



# How you can support your staff

- 1. Make sure early childhood educators employed at your facility are aware that the education requirements have been updated.**
  - If you operate a child development center, [share this informational flyer](#) ([Español](#) | [Amharic](#)) with your staff.
  - If you operate a child development home, [share this informational flyer](#) ([Español](#) | [Amharic](#)) with your staff.
- 2. Encourage early childhood educators to explore resources and supports.**
  - Early childhood educators can find information about resources and support available from OSSE and other community partner by visiting [osse.dc.gov/eceresources](https://osse.dc.gov/eceresources).
  - The ECE Help Desk is also available to provide customized support and answer questions.



Learn more about the education requirements for the DC early childhood workforce at [osse.dc.gov/eceresources](https://osse.dc.gov/eceresources)

For questions, contact the ECE Help Desk at [ECEhelpdesk@dc.gov](mailto:ECEhelpdesk@dc.gov) or (202) 478-5903

#### Requirements by Staff Type:

- [Center Director](#)
- [Teacher](#)
- [Assistant Teacher](#)
- [Home caregiver](#)
- [Associate home caregiver](#)
- [Expanded home caregiver](#)

