



Licensing of Child Development Facilities Emergency and Proposed Regulations: Plain Language Summary of Changes

On Dec. 20, 2023, State Superintendent Dr. Christina Grant signed a Notice of Emergency and Proposed Rulemaking (NEPRM) for the Licensing of Child Development Facilities, which proposes revisions to the current licensing regulations (5A DCMR Chapter 1). The Office of the State Superintendent of Education's (OSSE's) proposed changes maintain strong education requirements for early educators while providing flexibility in meeting those standards. This document provides a plain language summary of proposed changes.

EARLY CHILDHOOD EDUCATOR EDUCATION REQUIREMENTS

5A DCMR § 164, § 165, § 166, § 168, § 170 and § 171

Center Directors

Minimum education requirement: Bachelor's degree in early childhood education or a closely related field or bachelor's degree in any subject area with at least 12 credit hours in early childhood education

- Expands the list of majors recognized as equivalent to an early childhood education degree to include early childhood development, elementary education, early childhood special education, child and family studies, or a closely related field (§ 164.1(a)).
- Reduces the required number of credit hours in early childhood education for individuals with a bachelor's degree in a field unrelated to early childhood education from 15 to 12 hours (§ 164.1(b)).
- Allows degrees earned from institutions outside of the US to count toward the education requirements with the submission of a foreign credential equivalency report (§ 164.1(c)).
- Provides 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 if they have a change in employment (unlike current waivers that apply to the facility) (§ 164.3).
- Modifies requirements for the center director's authorized representative to not require a bachelor's degree and clarifies that a teacher serving as the authorized representative must have been employed in the role of teacher for at least five years (§ 164.10).

Teachers

Minimum education requirement: An associate degree in early childhood education or a closely related field or 60 credit hours of college-level coursework or an associate degree in any subject area, with at least 12 credit hours in early childhood education

Disclaimer: *This document is a summary of changes to licensing regulations and is not a complete summary of all child care licensing regulations.*



- Expands the list of majors recognized as equivalent to an early childhood education degree to include early childhood development, early childhood special education, child and family studies, or a closely related field (§ 165.1(a)).
- Expands the minimum education requirement to include the completion of 60 credit hours of college-level coursework in addition to an associate or more advanced degree (§ 165.1(b)).
- Allows 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 with the submission of a foreign credential equivalency report (§ 165.1(c)).
- Reduces the number of credit hours required for a teacher who has completed 60 credit hours of college-level coursework or an associate or more advanced degree in a field unrelated to early childhood education from 24 to 12 hours (§ 165.1(b)).
- Allows an individual with a current Child Development Associate (CDA) credential, or comparable state-awarded certificate approved by OSSE, to be employed as a teacher provided that the teacher is enrolled in an associate or more advanced degree program and earns a degree within four years of their initial date of hire as a teacher in a child development center. OSSE may extend this deadline to six years if a teacher maintains continuous enrollment in a degree program or experiences a hardship interfering with studies (§ 165.1(e) and §165.2).
- Allows a nationally recognized competency-based credential, representing a level of knowledge and skills equivalent to or greater than an associate degree, to count as the minimum education requirement should one become available in the future (§ 165.1(h)).
- Teachers who have continuously served in their role since Dec. 20, 2013 or earlier may apply for a continuous service certification that waives the minimum education requirement. Absences from the labor force due to personal or familial caregiving responsibilities during that 10-year period will not count against the individual. This certification may be maintained by an individual if they have a change in employment (unlike current waivers that apply to the facility) (§ 165.5).

Assistant Teachers

Minimum education requirement: CDA credential or equivalent

- Allows a comparable state-awarded certificate approved by OSSE to be counted as meeting the CDA requirement (§ 166.1 (c)).
- Allows an individual to be employed as an assistant teacher provided that they earn a CDA credential, or its equivalent, within two years of their initial date of hire as an assistant teacher in a child development center (§ 166.1(d)).
- Allows the completion of 60 credit hours of college-level coursework or an associate or more advanced degree in any subject area to count toward the minimum education requirement (§ 166.1 (a)).
- Allows the completion of 60 credit hours of college-level coursework or a degree earned outside of the US to count toward the minimum education requirement with the submission of a foreign credential equivalency report (§ 166.1 (b)).

Disclaimer: *This document is a summary of changes to licensing regulations and is not a complete summary of all child care licensing regulations.*



- Allows a nationally recognized competency-based credential, representing a level of knowledge and skills equivalent to or greater than an associate degree, to count as the minimum education requirement should one become available in the future (§ 166.1(c)).
- Assistant teachers who have continuously served in their role since Dec. 20, 2013 or earlier may apply for a continuous service certification that waives the minimum education requirement. Absences from the labor force due to personal or familial caregiving responsibilities during that 10-year period will not count against the individual. This certification may be maintained by an individual if they have a change in employment (unlike current waivers that apply to the facility) (§ 166.2).

Home Caregivers

Minimum education requirement: CDA credential or equivalent

- Maintains the CDA credential, or its equivalent, as the minimum education requirement for home caregivers, while recognizing that individuals may also meet the requirements for their role by earning degrees in early childhood education or related fields (§ 168.1(a)).
- Allows a comparable state-awarded certificate approved by OSSE to be counted as meeting the CDA requirement (§ 168.1(a)(5)).
- Allows a nationally recognized competency-based credential, representing a level of knowledge and skills equivalent to or greater than an associate degree, to count as the minimum education requirement should one become available in the future (§ 168.1(a)(4)).
- Home caregivers who have continuously served in their role since Dec. 20, 2013 or earlier may apply for a continuous service certification that waives the minimum education requirement. Absences from the labor force due to personal or familial caregiving responsibilities during that 10-year period will not count against the individual. This certification may be maintained by an individual if they have a change in employment (unlike current waivers that apply to the facility) (§ 168.2).

Expanded Home Caregivers

Minimum education requirement: An associate degree in early childhood education or a closely related field or 60 credit hours of college-level coursework or an associate degree in any subject area, with at least 12 credit hours in early childhood education

- Expands the list of majors recognized as equivalent to an early childhood education degree to include early childhood development, early childhood special education, child and family studies or a closely related field (§ 170.2 (a)(1)).
- Expands the minimum education requirement 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 (§ 170.2 (a)(2)).
- Reduces the number of credit hours required for an expanded home caregiver who has completed 60 credit hours or an associate or more advanced degree in a field unrelated to early childhood education from 24 to 12 hours (§ 170.2 (a)(2)).

Disclaimer: *This document is a summary of changes to licensing regulations and is not a complete summary of all child care licensing regulations.*



- Allows the completion of 60 credit hours of college-level coursework or a degree earned outside of the US to count towards the minimum education requirements with the submission of a foreign credential equivalency report (§ 170.2 (a)(3)).
- Allows an individual with a current CDA, or a comparable state-awarded certificate approved by OSSE, to work as an expanded home caregiver provided that the individual enrolls in an associate or more advanced degree program and earns a degree within four years of opening the facility (§ 170.2 (a)(5)).
- Allows a nationally recognized competency-based credential, representing a level of knowledge and skills equivalent to or greater than an associate degree, to serve as the minimum education requirement should one become available in the future (§170.2 (a)(4)).
- Expanded home caregivers who have continuously served in their role since Dec. 20, 2013 or earlier may apply for a continuous service certification that waives the minimum education requirement. Absences from the labor force due to personal or familial caregiving responsibilities during that 10-year period will not count against the individual. This certification may be maintained by an individual if they have a change in employment (unlike current waivers that apply to the facility) (§ 170.5).

Associate Home Caregivers

Minimum education requirement: CDA credential or equivalent

- Maintains the CDA credential, or its equivalent, as the minimum education requirement for home caregivers, while recognizing that individuals may also meet the requirements for their role by earning degrees in early childhood education or related fields (§ 168.1 (a)).
- Expands the CDA requirement to include a comparable state-awarded certificate approved by OSSE (§ 171.1 (a)(4)).
- Allows an individual to work as an associate caregiver provided the individual earns a minimum of a CDA credential within two years of initial date of hire as an associate caregiver in a child development home (§ 171.1 (a)(5)).
- Allows a nationally recognized competency-based credential, representing a level of knowledge and skills equivalent to or greater than an associate degree, to count as the minimum education requirement should one become available in the future (§ 171.1 (a)(3)).
- Associate caregivers who have continuously served in their role since Dec. 20, 2013 or earlier may apply for a continuous service certification that waives the minimum education requirement. Absences from the labor force due to personal or familial caregiving responsibilities during that 10-year period will not count against the individual. This certification may be maintained by an individual if they have a change in employment (unlike current waivers that apply to the facility) (§ 171.2).



OFFICE OF THE STATE
SUPERINTENDENT OF EDUCATION

OUT OF SCHOOL TIME CARE

5A DCMR § 174, and § 175

- Expands the minimum education requirement for group leaders to include the completion of 60-credit hours of college-level coursework (§ 174.2).
- Removes the requirement for six months of supervised occupational experience for a group leader and assistant group leader (§ 175.2).

Disclaimer: This document is a summary of changes to licensing regulations and is not a complete summary of all child care licensing regulations.

1050 First Street NE, Washington, DC 20002
(202) 727-6436 TTY: 711 | osse.dc.gov