

dcaeyc

District of Columbia Association for
the Education of Young Children



Education Requirements for the DC Early Childhood Workforce

March 22, 2023

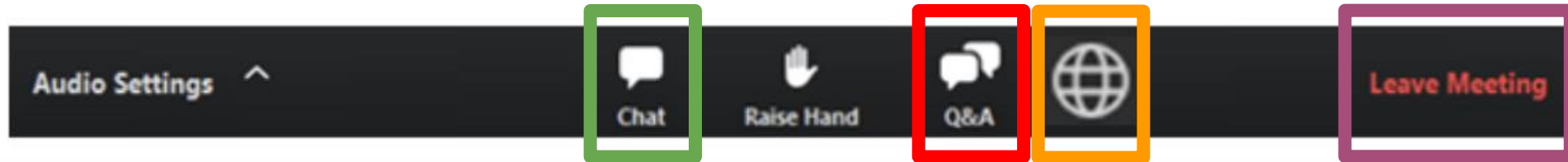


**Welcome DC
early childhood
educators!**

Zoom Engagement

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

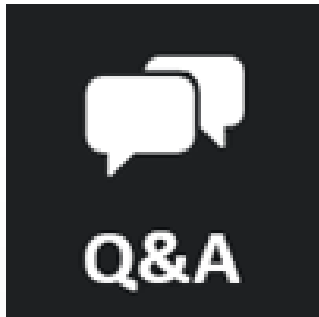
Need to leave early? Click the **Leave Meeting** button at anytime.



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&A interface. At the top, it says "Q&A" with a blue icon. Below that are two tabs: "All questions (2)" and "My questions". A question from "Lee" at "01:54 PM" asks "Will there be a follow-up session?". It has a thumbs-up icon with "1" and a "Comment" button. At the bottom, there is a text input field with the placeholder "Type your question here...". The input field is highlighted with a red border.

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



Meet Today's Speakers

Kathy Hollowell-Makle

Executive Director

DC Association for the Education
of Young Children (DCAEYC)

Julia Banks

Community Relations Specialist
Office of the State
Superintendent of Education
(OSSE)

Dr. Buen Abo

Program Manager, Workforce
Development and Enhancement
OSSE

Meeting Objectives

- Share information about the minimum education requirements for the DC early childhood workforce
- Direct early childhood educators to resources and supports that are available to help them achieve the required education credential for their Staff Type
- Answer questions from early childhood educators

Agenda

1. History and Background
2. Requirements for each Staff Type
3. Resources and Supports
4. Q&A

What is your role at the child development facility where you work?

Please respond to the Zoom poll on screen

Center Director

Teacher

Assistant
Teacher

Expanded
Home
Caregiver

Home
Caregiver

Associate
Home
Caregiver

Substitute/Aide

I am interested
in becoming an
early childhood
educator in DC

Other

I do not work
at a child
development
facility

History and Background

History of Requirements

- In December 2016, OSSE published updated [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 new education requirements apply to center directors, teachers, assistant teachers, home caregivers, associate home caregivers and expanded home caregivers in OSSE-licensed child development facilities.
- The new education requirements align with recommendations produced with the expertise of researchers, physicians and practitioners set forth in Caring for Our Children: National Health and Safety Performance Standards; Guidelines for Early Care and Education Programs.
 - This publication can be found at cfoc.nrckids.org/StandardView.cfm

Why Education Requirements are being Increased

- The first three years of life are the most rapid and critical period of development for a child's brain.¹ High-quality early childhood experiences help children prepare for school and have lifelong, positive effects. Teacher qualifications have an impact on quality.²
- Implementing these requirements ensures that care provided in a licensed child development facility in the District is safe and supports children's healthy development, future academic achievement and success by establishing the minimum requirements necessary to protect the health, safety, welfare and ensure positive development of children in care.

1 Centre for Educational Neuroscience. Retrieved from www.educationalneuroscience.org.uk/resources/neuromyth-or-neurofact/most-learning-happens-in-the-first-3-years/.

2 The Relationship between Teacher Qualification and the Quality of the Early Childhood Education and Care Environment. 2017. Retrieved from files.eric.ed.gov/fulltext/ED573516.pdf.

Requirements for each Staff Type

Minimum Education Requirement by Staff Type

Position	Minimum Education Credential Required	Deadline
Center Director	Bachelor's degree 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 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	Associate degree 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

Center Director

Center directors are required to have a bachelor's degree 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.

- This regulation went into effect on Dec. 2, 2022.

Visit osse.dc.gov/eceresources for more information on education requirements and available resources and supports.

Teacher

Teachers are required to have an associate degree in early childhood education (or early childhood development, child and family studies or a closely related field) OR an associate degree in any subject area with at least 24 semester credit hours in early childhood education.

A **teacher** with a bachelor's degree in early childhood education meets the minimum education requirements.

- Deadline: Dec. 2, 2023

Visit osse.dc.gov/eceresources for more information on education requirements and available resources and supports.

Assistant Teacher

Assistant teachers are required to have a CDA credential or an associate degree (or higher) in any field.

- Deadline: Dec. 2, 2023

Visit osse.dc.gov/eceresources for more information on education requirements and available resources and supports.

Home Caregiver and Associate Home Caregiver

Home caregivers and associate home caregivers are required to have a CDA credential.

- Deadline: Dec. 2, 2023

Expanded Home Caregiver

Expanded home caregivers are required to have an associate degree in early childhood education (or early childhood development, child and family studies or a closely related field) OR an associate degree in any subject area with at least 24 semester credit hours in early childhood education.

An **expanded home caregiver** with a bachelor's degree in early childhood education meets the minimum education requirements.

- Deadline: Dec. 2, 2023

Visit osse.dc.gov/eceresources for more information on education requirements and available resources and supports.

Resources and Supports

CDA Training and Preparation Programs

CentroNía Institute

CentroNía Institute is a nationally recognized, award-winning educational organization. In 2017, CentroNía was awarded Gold Standard Training Certification by the Council for Professional Recognition based on high-quality standards met.

CentroNia provides CDA training and preparation in English, Spanish and Amharic.

For additional information, please contact:

Jennifer Salgado
Bilingual CDA Coordinator
jsalgado@centronia.org
(202) 332-4200 x1142
(202) 948-6851

Southeast Children's Fund (SCF)

SCF was awarded Gold Standard Training Certification by the Council for Professional Recognition in 2019. SCF is a non-degree post-secondary institution and early childhood training organization that supports practitioners with a diverse scope of training and program support services including CDA training, workforce initiatives and ongoing professional development options.

For additional information, please contact:

Kamila Johnson
Program Manager
southeastcda@gmail.com
(202) 561-1100

Quorum eLearning

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

- Includes all of the 120 training hours needed to obtain or renew a CDA credential
- Includes all of 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

(404) 325-2225

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. Applicants must be [able to demonstrate](#) that they have been a DC resident for the past 12 months.

DC Futures partners with:

- Catholic University of America
- Trinity Washington University
- University of the District of Columbia/University of the District of Columbia Community College

For more information or questions, please contact:

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.

For more information or questions, please contact:

Melanie Fleming

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.

For additional information, please contact:

Kenneth McGhee
DC TAG Director
Kenneth.McGhee@dc.gov
(202) 481-3946

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
(202) 561-5500

Other Scholarship Opportunities and Grants

- Child care providers may also want to look at assistance available at the college or university they are currently attending or interested in attending ([University of the District of Columbia](#), [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 or CDA[®] and ending with a full bachelor’s degree from either [AU’s School of Education](#) or [Trinity Washington University](#).

General Waivers

OSSE may waive compliance with one or more provisions in Chapter 1 (Child Development Facilities: Licensing) of Title 5A in the District of Columbia Municipal Regulations (DCMR), if OSSE determines, upon clear and convincing evidence the following:

- The demonstrated immediate economic impact or hardship on the facility or staff member is sufficiently great to make immediate compliance impractical despite diligent efforts;
- The facility or staff member is meeting or exceeding the intent of the regulation for which the waiver is requested; and
- The health and welfare of staff and children are not jeopardized as alternative means have been put in place that ensure the health, safety and welfare of children and staff.

General Waivers

Center directors or administrators may [apply for a waiver](#) on a staff member's behalf if the staff member is working toward meeting the minimum education requirement.

- Waivers of this type should be submitted nearing the credential deadline.
- OSSE reserves the right to grant or deny a waiver in accordance with the regulations.
- For additional information on applying for a waiver and to download a waiver application, please click [here](#).

For additional information on how to apply for general waivers, please contact your designated licensing specialist.

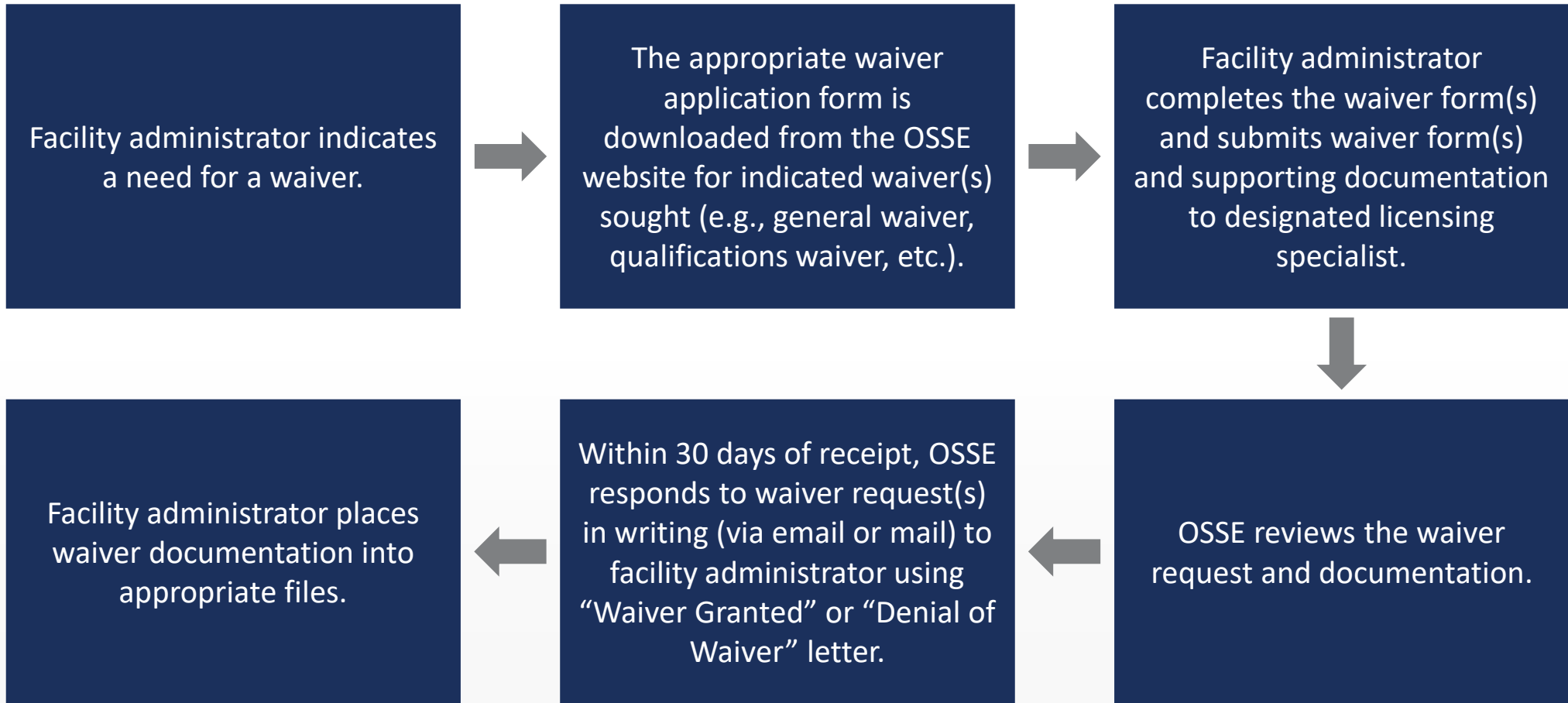
Continuous Service Waivers

Center directors, teachers and expanded home caregivers may qualify for a [continuous service waiver](#) and facility administrators should apply on the staff member's behalf if the staff member has:

- Been employed in a licensed child development facility in the District of Columbia on the effective date of these regulations (Dec. 2, 2016).
- Continuously served in the same (or comparable role/position) for the past ten years (since 2006 or earlier) without a significant gap in service. This includes service at the current facility, another licensed facility (or school) or a combination of both.
- OSSE reserves the right to grant or deny a waiver in accordance with the regulations

For additional information on applying for a waiver and to download a waiver application, please click [here](#).

Waiver Application and Approval Process



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



ECehelpdesk@dc.gov
(202) 478-5903

Q&A

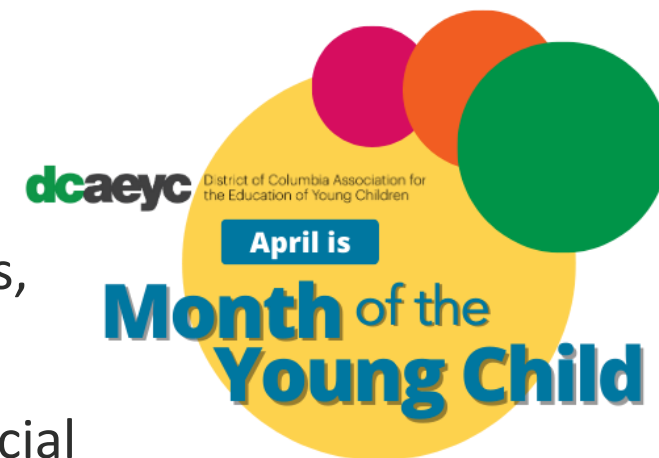
If you would like to be entered for a chance to win a \$50 gift card provided by DCAEYC, please enter your email address.

Please respond to the Zoom poll on screen

Winners will be notified via email.

April is the Month of the Young Child!

OSSE and DCAEYC are excited to celebrate DC children, families, early childhood educators and people and organizations that provide them with excellent education, care and support. Help spread the word about the Month of the Young Children on social media using **#MOYC23**.



- Music Monday**
- Tasty Tuesday**
- Work Together Wednesday**
- Artsy Thursday**
- Family Friday**

Join DCAEYC all April long to celebrate the Month of the Young Child. Whether you're an early educator, child, family, administrator or program director, there's something for everyone! For a full list of virtual field trips, opportunities for hosting an in-person event and resources for activities, visit dcaeyc.org/moyc.

Learn more about the education requirements for the DC early childhood workforce at osse.dc.gov/eceresources

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

Requirements by Staff Type:

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