



DISTRICT OF COLUMBIA

OFFICE OF THE STATE SUPERINTENDENT OF

EDUCATION

Early Childhood Educator Minimum Education Requirements April 2023

In December 2016, the Office of the State Superintendent of Education (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 licensing education requirements 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.	December 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.	December 2023
Assistant Teacher	Child Development Associate (CDA) or an associate degree (or higher) in any subject area.	December 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.	December 2023
Home Caregiver and Associate Home Caregiver	CDA	December 2023

The table below presents the numbers and percentage of current early childhood educators in each role who have achieved the minimum education credential for their position as of January 2023 as reported by employers in the Division of Early Learning Licensing Tool (DELLT).

Position	Total Population	Total Number of Staff Currently Meeting or Exceeding New Minimum Education Requirement	Percentage Currently Meeting or Exceeding New Minimum Education Requirement
Center Director	300	260	86.7%
Teacher	1,794	692	38.6%
Assistant Teacher	1,439	568	39.5%
Expanded Home Caregiver	49	28	57.1%
Home Caregiver	48	31	64.6%
Associate Home Caregiver	138	75	54.3%

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

There are several [supports and resources](#) available to current and prospective early childhood educators to ensure they meet the new education requirements. 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.

Child development facilities that employ early childhood educators who are still pursuing their education or otherwise do not fully meet the requirements by the deadline for their position may apply for a general waiver on behalf of the employee. Child development facilities that employ early childhood educators who have continuously served in the same (or comparable) role/position for the past 10 years (since December 2006 or earlier) without a significant gap in service may apply for a 10-year continuous service waiver on behalf of the employee. The 10 years of continuous service do not need to be in the same facility that is applying for the waiver. Waivers must be completed and submitted by the center director of the facility where the early childhood educator is employed. Waivers are processed on a case-by-case basis and are not guaranteed.

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