



PROFESSIONAL DEVELOPMENT



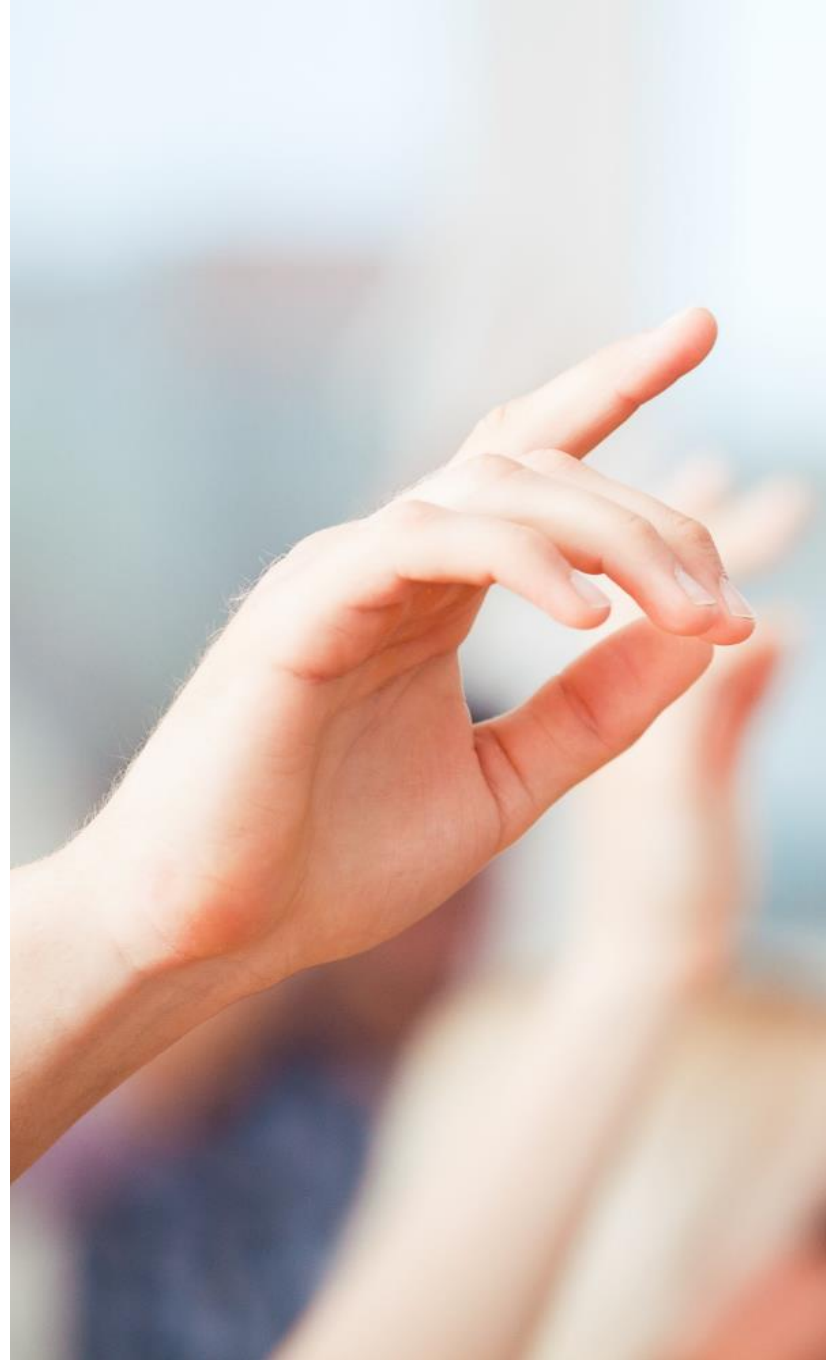
10/16/18



WASHINGTON STATE
Department of
Children, Youth, and Families

Agenda

- Why WAC PD Changes
- Education Requirements
- Training Requirements
- Resources





Hi, my name is
Sandra.

I have been a family
home provider for 10
years. I am licensed
for 12 children, and I
have an assistant.

I have three kids of
my own and I am a
single parent.



Hi, my name is Sheree.

I am a center director. I started out as an assistant teacher, became a lead teacher and now run the place.

I often cover in classrooms when teachers are out sick or may need to tend to their own children's needs.



Hi, My name is Lauren.

I am 19 years old and am in college to become a teacher. I love children and want to get my Bachelor's degree in Early Childhood Education.

My goal is to someday own my own center or I might want to become a Coach, or work in policy...I want to learn more about what I can do with an ECE degree.



Hi, we are John and Irene.

We started out as FFN providers, but then became licensed to care for additional children in our neighborhood.

We will care for children as long as we can, we love what we do.

I am afraid with all of these changes, I won't be able to.

Why WAC PD Changes

Our Goal

1. Align with progression for Early Achievers and ECEAP
2. Clear pathway for entry in the field
3. Clear pathway for those already in the field to progress

MERIT

MERIT

- What does it mean to be recorded in the Workforce Registry?
- What are my responsibilities as a staff person?
- What are my responsibilities as a program administrator?

MERIT Washington's Professional Development Registry

Washington State Department of Early Learning

Welcome to MERIT!

[Sign In or Register](#) [Find Training](#)

Contact MERIT Support Services or call toll free: 1.866.482.4325 and choose option 5

[About DCYF](#) [Privacy Policy](#) [MERIT Help](#)

Education Requirements



Initial Certificate

• **12 TOTAL CREDITS**

Short Certificate

- 8 more credits
- 12 + 8 =
- **20 TOTAL CREDITS**

State Certificate

- 27 more credits
- 20 + 27 =
- **47 TOTAL CREDITS**

<ul style="list-style-type: none"> • Introduction to Early Childhood Education (5) • Health, Safety and Nutrition course (5) • Practicum to apply learning (2) 	<ul style="list-style-type: none"> • Child Development (5) • Course aligned with specific specialization (3) <i>(general, infant-toddler, school-age care, family child care, administration)</i> 	<ul style="list-style-type: none"> • Language and Literacy Development (3) • Observation and Assessment (3) • Child, Family, and Community (3) • Guiding Behavior (3) • Environments for Young Children (3) • Curriculum Development (5) • English (5) • Math (5)
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Education Requirements – Family Home

General Staff Qualifications - WAC 170-300-0100					
FAMILY HOME	Age	Minimum Hiring Requirement	New WAC*	Timeline	Existing WAC*
Family Home Owner	18	High School Diploma	Initial Cert (12 credits)	5 years	High School Diploma <u>OR</u> GED; CDA; Initial Certificate; 45 College Credits; Level 3 Rating
			Short Certificate (20 credits)	2 years from completing Initial Cert	
Family Home Lead Teacher	18	High School Diploma	Initial Cert (12 credits)	5 years	N/A: Current WAC does not have a "Lead Teacher" but Primary Staff person, no qualifications required.
Family Home Assistant Teacher	18	High School Diploma	Initial Cert (12 credits)	5 years	None
Family Home Aide	14	High School Diploma OR Enrolled	High School Diploma OR Enrolled	N/A	None
Family Home Volunteer	14	None Required	None	N/A	None

Education Requirements – Center

CENTER	Age	Minimum Hiring Requirement	New WAC*	Timeline	Existing WAC*
Center Director	18	State Certificate (47 credits)	State Cert (47 credits)	5 Years	CDA OR Based on program capacity: -- 12 or less : 10 ECE credits (7 credits + 30 STARS Hrs) -- 13-24: 25 ECE credits (17 + 80 STARS hrs) -- 25+ : 45 ECE credits (30 + 150 STARS hours)
Center Assistant Director	18	State Certificate (47 credits)	State Cert (47 credits)	5 years	
Center Program Supervisor	18	State Certificate (47 credits)	State Cert (47 credits)	5 years	
Center Lead Teacher	18	High School Diploma	Initial Certificate (12 credits)	5 years	High School Diploma
			Short Certificate (20 credits)	2 additional years (7 years total)	
Center Assistant Teacher	18	High School Diploma	Initial Cert (12 credits)	5 years	None
Center Aide	14	High School Diploma OR Enrolled	High School Diploma OR Enrolled	N/A	None
Center Volunteer	14	None Required	None	N/A	None

What are “Equivalents”

Often termed in short-hand as “Equivalents” this is referring to what the updated WAC indicates as an option for meeting staff qualifications.

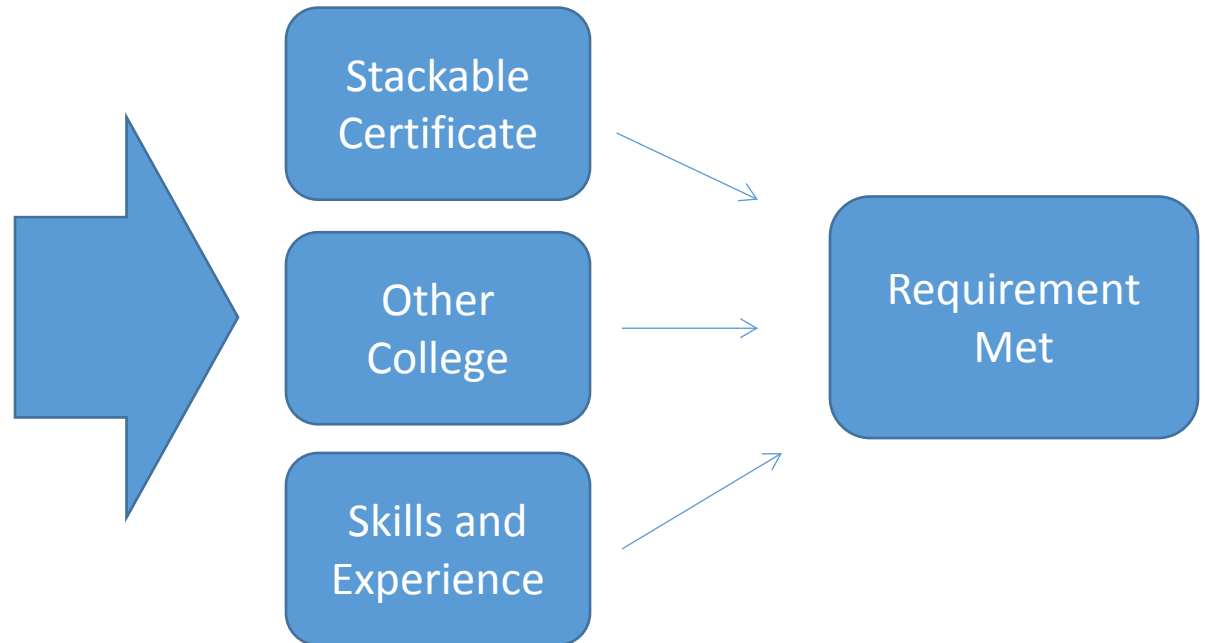
"Equivalency" as defined by WAC 110-300-0005

“when referring to staff qualifications means an individual is allowed to meet the requirements of this chapter through a department recognized alternative credential, or demonstration of competency, that indicates similar knowledge as the named credential.”

Grounded in Core Competencies

-  Child Growth and Development
-  Curriculum and Learning Environment
-  Ongoing Measurement of Child Progress
-  Family and Community Partnerships
-  Health, Safety and Nutrition
-  Interactions
-  Program Planning and Development
-  Professional Development and Leadership

Multiple Pathways



Guiding Principles from the Equivalency Workgroup:



Recognize an individual's existing knowledge and skills

Honor the various ways people learn and show their skills

Recognize the needs of existing workforce and new workforce

Use innovative options to implement our guidelines for culturally responsive professional development

Qualify someone to meet WAC requirements for their role

Education Equivalents

Role	New WAC Staff Qualification	Related Credentials List
<ul style="list-style-type: none"> ● Center Director; or ● Assistant Director; or ● Program Supervisor 	WA ECE State Certificate (47 credits)	<ol style="list-style-type: none"> 1. Associates degree in ECE or related* 2. Bachelor’s degree in ECE or related* 3. A valid Washington State Teaching Certificate with an endorsement in Early Childhood Education (Prenatal-Grade 3) or Early Childhood Special Education 4. 1 year ECE certificate with minimum of 45 credits or related* 5. MACTE accredited teacher credential in infant/toddler 6. MACTE accredited teacher credential in ECE 7. Association Montessori Internationale diploma in assistants to infancy (B-3) 8. Association Montessori Internationale diploma in primary (age 3-6) 9. 47 college credits* 10. A current CDA + 35 college credits*

*All college coursework must align with WA ECE Competencies and be verified in the workforce registry (MERIT).

Education Equivalents (con)

Role	New WAC Staff Qualification	Related Credentials List
Center Lead Family Home Licensee	WA ECE Short Certificate (20 credits)	Options Above OR one of the following: 1. 20 college credits* 2. A current CDA + 8 college credits*
Center Assistant Family Home Assistant	WA ECE Initial Certificate (12 credits)	Options Above OR one of the following: 1. Military Modules (under review) 2. A current CDA 3. 12 college credits*
Aides	HS Diploma or Equivalent; or enrolled	Options Above OR one of the following: 1. GED 2. A current CDA 3. Initial Certificate

*All college coursework must align with WA ECE Competencies and be verified in the workforce registry (MERIT).

Proficiency Review

A process for someone to submit evidence of what they already know and can do.



Examples:

- Early Achievers data for a Family Home
- Quality Improvement Plans
- Video recordings
- Observation
- Knowledge gained from trainings

Process for Meeting Requirement


STEP ONE: Submit an Education Application

ALL College Coursework aligned with
CORE COMPETENCIES



Did you already meet your qualifications? Then stop here.
Qualifications not yet met? Continue on to:

STEP TWO: Make a Plan

- Know my Progress
 - Make choices to meet requirement based on competencies I still need
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STEP THREE: Track Progress

- Share progress by submitting new Education Applications as needed.
- Select NEW learning based on areas of growth

Is this approach good for kids, families and early learning educators of color?

- Do some kids, families and early learning educators benefit more or less than others?
- Do kids, families and early learning educators of color have access, and if not, why?
- Are there any unintended consequences?

Training Requirements

Training Overview

What's the same in the WAC for Training?

- Child Care Basic is a pre-service requirement and can be met in several ways.
- All early learning professionals complete 10 hours of in-service (STARS continuing education) each year and this can be met in several ways.

What's *NEW* in the WAC for Training?

- All training must be recorded in MERIT
- Federal requirements for health and safety training are incorporated
- Specified in-service Enhancing Quality of Early Learning required
- Specialized competency areas are required for some roles

Training Requirements

Role	<i>What do I need to complete?</i>	
	<i>Pre-Service</i>	<i>In-Service</i>
<ul style="list-style-type: none"> ➤ Family Home Licensee ➤ Center Director, Assistant Director, Program Supervisor 	<ul style="list-style-type: none"> ▪ Child Care Basics* ▪ First Aid/CPR ▪ Blood Borne Pathogens ▪ Food Handlers Permit (if applicable) ▪ Safe Sleep (if applicable) ▪ Child Restraint (if applicable) 	<ul style="list-style-type: none"> ▪ 10 hour Annual In-service Training ▪ Enhancing Quality Early Learning ▪ Specialized Topics – Child Development and Business Leadership
➤ Lead Teacher	<ul style="list-style-type: none"> ▪ Child Care Basics* ▪ First Aid/CPR ▪ Blood Borne Pathogens ▪ Food Handlers Permit (if applicable) ▪ Safe Sleep (if applicable) ▪ Child Restraint (if applicable) 	<ul style="list-style-type: none"> ▪ 10 hour Annual In-service Training ▪ Enhancing Quality Early Learning
➤ Assistant Teacher	<ul style="list-style-type: none"> ▪ Child Care Basics* ▪ First Aid/CPR ▪ Blood Borne Pathogens ▪ Food Handlers Permit (if applicable) ▪ Safe Sleep (if applicable) 	<ul style="list-style-type: none"> ▪ 10 hour Annual In-service Training ▪ Enhancing Quality Early Learning
➤ Aide	<ul style="list-style-type: none"> ▪ Child Care Basics* ▪ Blood Borne Pathogens ▪ Food Handlers Permit (if applicable) ▪ Safe Sleep (if applicable) 	<ul style="list-style-type: none"> ▪ 10 hour Annual In-service Training
➤ Volunteer	<ul style="list-style-type: none"> ▪ Blood Borne Pathogens ▪ Safe Sleep (if applicable) ▪ Health and Safety Trainings – Recognizing and Reporting Abuse, Emergency Preparedness, Serving Homeless Children, Prevention of Shaken Baby Syndrome (if applicable) 	<ul style="list-style-type: none"> ▪ N/A

*Child Care Basics includes the following required health and safety topics: Recognizing and Reporting Abuse, Emergency Preparedness, Medication Management, Prevention of Shaken Baby Syndrome, Serving Homeless Children

Meeting Requirements – Pre-service

Pre-service Requirements – completed prior to employment in licensed child care or shortly after hire

Requirement	When do I need to complete this?	How do I meet this?
➤ Child Care Basics*	<ul style="list-style-type: none"> ▪ Prior to being granted a license ▪ Prior to working unsupervised with children ▪ Within three months 	<ul style="list-style-type: none"> ▪ Complete the 30 hour class from a State-approved trainer ▪ Complete a college course with a description stating it meets the requirements for Child Care Basics
➤ First Aid/CPR	<ul style="list-style-type: none"> ▪ Prior to working unsupervised with children 	<ul style="list-style-type: none"> ▪ Check with your local agencies who offer this
➤ Blood Borne Pathogens	<ul style="list-style-type: none"> ▪ Prior to being granted a license ▪ Prior to working with children 	<ul style="list-style-type: none"> ▪ Check with your local agencies who offer this
➤ Food Handlers Permit	<ul style="list-style-type: none"> ▪ Prior to preparing or serving food to children 	<ul style="list-style-type: none"> ▪ Your local Health Department
➤ Safe Sleep	<ul style="list-style-type: none"> ▪ Prior to being granted a license ▪ Prior to caring for infants 	<ul style="list-style-type: none"> ▪ DCYF provided training online
➤ Child Restraint	<ul style="list-style-type: none"> ▪ Prior to being authorized to restrain an enrolled child 	<ul style="list-style-type: none"> ▪ DCYF will coordinate with organizations who offer training to track how this requirement is met
➤ Health and Safety Topics - Recognizing and Reporting Abuse, Emergency Preparedness, Medication Management, Prevention of Shaken Baby Syndrome, Serving Homeless Children	<ul style="list-style-type: none"> ▪ Prior to being granted a license ▪ Prior to working unsupervised with children ▪ Within three months 	<ul style="list-style-type: none"> ▪ These topics are included in Child Care Basics ▪ Can be completed online for volunteers who do not need to complete Child Care Basics

Meeting Requirements – In-service

In-service requirements (STARS continuing education) – complete a minimum of 10 hours each year

Requirement	When do I need to complete this?	How do I meet this?
➤ NEW Enhancing Quality Training Series – 20 hours	▪ Complete within 24 months of completing your Child Care Basics	▪ Developed and provided by DCYF or contractors
➤ Ongoing in-service – any classes selected for STARS Hours	▪ Complete 10 hours annually, this includes: <ul style="list-style-type: none">○ Within a 3 year period, must complete 10 hours in “Child Development” + 10 hours in “Leadership Practices”	▪ State-approved training (this includes submitting out of state or other training for approval when needed). ▪ College coursework may be completed when it aligns with the core competencies



Some Highlights to Remember:

- This training is completed before working with children:
 - Prevention of Exposure to Blood and Body Fluids (Blood Borne Pathogens)
 - Safe Sleep Training (when applicable)
- In-service is completed after 12 months of cumulative employment
- Five (5) in-service training hours may be carried over from one fiscal year to the next fiscal year.
- All training is recorded in the workforce registry (MERIT)
- Roles left in charge of the early learning program 50 percent of the time or more must complete a department provided orientation prior to being in charge.

Tools and Resources

Tools, resources and materials

MERIT Checklist to get started

Staff Qualifications Chart

Equivalents Chart

Variance for multiple staff meeting qualifications

Training Chart

Role Checklist

Follow up videos, webinars and Q&A sessions

Roles Checklist

I am a Lead Teacher

Do you want help?

Email: MERIT@dcyf.wa.gov | Call:

Where do I do this?	What do I do	Notes to Self
Do this in MERIT	<p><u>My MERIT Record ("my record" Tab then go to "professional record")</u></p> <p><u>"Personal Information" and "Contact Information" Section</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> I have a MERIT account <input type="checkbox"/> I have a STARS ID number <input type="checkbox"/> My personal information and contact information is correct <p><u>"Health & Safety" Section</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> I have reviewed my health and safety information <ul style="list-style-type: none"> <input type="checkbox"/> I have a negative TB test result from within the past 12 months. <input type="checkbox"/> CPR certification <ul style="list-style-type: none"> <input type="checkbox"/> I have self-entered my CPR Certificate <input type="checkbox"/> First Aid certification <ul style="list-style-type: none"> <input type="checkbox"/> I have self-entered my First Aid Certification <input type="checkbox"/> Food Handlers Permit <ul style="list-style-type: none"> <input type="checkbox"/> I have self-entered my Food Handlers Permit <input type="checkbox"/> Safe Sleep (if working with infants/toddlers) <ul style="list-style-type: none"> <input type="checkbox"/> I have self-entered Safe Sleep completion and saved a copy of my certificate <p><u>"Employment" Section</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> I have added my employment <ul style="list-style-type: none"> <input type="checkbox"/> My employment is verified 	

This is an example draft of a "role checklist"

The purpose is to help individuals keep track of what is needed for their position.

Questions?

Standards Alignment Questions

dcyf.wacqanda@dcyf.wa.gov

MERIT or Professional Development Questions

merit@dcyf.wa.gov