

General Staff Qualifications

ECEAP Providers



Use this as a summary document for ECEAP and Early ECEAP staff qualifications. For more information about licensed staff qualifications, visit the General Staff Qualifications – Early Learning Providers chart at https://dcyf.wa.gov/sites/default/files/pubs/EPS_0039.pdf. For complete staff qualification requirements, please see WAC 110-300-0100 by visiting tinyurl.com/WAC110-300-0100 for licensed center and family home providers as well as ECEAP Performance Standards visit <https://www.dcyf.wa.gov/sites/default/files/pdf/eceap/2022-23ECEAPPerformanceStandards.pdf> for ECEAP sites and Early ECEAP Performance Standards visit <https://www.dcyf.wa.gov/services/early-learning-providers/eceap/early-eceap> for Early ECEAP sites. For a list of approved equivalents for each role, please see Equivalent Options for Education at tinyurl.com/EduEquivalents.

When a contractor requires additional qualifications, such as para-educator status, each staff person must also meet the qualifications for their ECEAP or Early ECEAP role. When a staff person fills more than one position, as defined by ECEAP or Early ECEAP Performance Standards, they must meet the qualifications for each position.

ECEAP and Early ECEAP Roles (any site type including licensed sites, unlicensed sites, and school districts)	Minium Age Allowed	Minimum Hiring Requirement	Education Requirement (or Equivalent)	Time Allowed From Date of Hire or Promotion
Lead Teacher – ECEAP	18	AA or Higher Degree in ECE	AA or Higher Degree in ECE	Upon Hire ¹
Lead Teacher – Early ECEAP	18	Infant and Toddler Child Development Associate (CDA) Credential	Infant and Toddler Child Development Associate (CDA) Credential	Upon Hire ¹
Assistant Teacher – ECEAP	18	ECE Initial Certificate	ECE Initial Certificate	Upon Hire ¹
Assistant Teacher – Early ECEAP	18	Infant and Toddler Child Development Associate (CDA) Credential	Infant and Toddler Child Development Associate (CDA) Credential	Upon Hire ¹
Volunteer - This role does not care directly for children and are not counted in ratio	N/A	None Required	None	N/A
Family Support Staff	18	Home visitor (CDA) Credential	<ul style="list-style-type: none"> • Home visitor (CDA) Credential; or • Approved alternative credential² 	Upon Hire ¹
Coach	18	BA or Higher Degree in ECE	BA or Higher Degree in ECE	Upon Hire ¹

¹ If the best candidate for the position is not fully qualified, the newly hired staff person is on a Professional Development Plan (PDP) to fully meet the qualifications of their role within five years from the date of hire. The PDP timeline for meeting education requirements is cumulative for each role.

² For a full list of Family Support Staff approved alternative credentials, visit the ECEAP Performance Standards at <https://www.dcyf.wa.gov/sites/default/files/pdf/eceap/2022-23ECEAPPerformanceStandards.pdf>



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Health Advocate	18	12 college quarter credits in related field	<ul style="list-style-type: none"> • 12 college quarter credits in related field; or • Qualified as an ECEAP Family Support Specialist 	Upon Hire
Health Consultant	18	<ul style="list-style-type: none"> • BA or Higher Degree in related field; or • WA licensed as a registered nurse or as a physician 	<ul style="list-style-type: none"> • BA or Higher Degree in related field; or • WA licensed as a registered nurse or as a physician 	Upon Hire
Nutrition Consultant	18	<ul style="list-style-type: none"> • Registered Dietitian, or • Washington state certified nutritionist 	<ul style="list-style-type: none"> • Registered Dietitian, or • Washington state certified nutritionist 	Upon Hire
Infant and Early Childhood Mental Health Consultant	18	<ul style="list-style-type: none"> • WA licensed as a mental health counselor, marriage and family therapist, social worker, psychologist, psychiatrist, or psychiatric nurse; or • WA approved agency-affiliated or certified counselor, with a master's degree in counseling, social work, or related field; or • OSPI credentialed school counselor, social worker, or psychologist. 	<ul style="list-style-type: none"> • WA licensed as a mental health counselor, marriage and family therapist, social worker, psychologist, psychiatrist, or psychiatric nurse; or • WA approved agency-affiliated or certified counselor, with a master's degree in counseling, social work, or related field; or • OSPI credentialed school counselor, social worker, or psychologist. 	Upon Hire

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