

Table 1	Facility Level Requirements for Childcare Centers											
State	Indoor Space per Child	Outdoor Space per Child	Outdoor Area Fencing	Alternative to Outdoor Space Allowed	Governing Body	Needs Assessment	General Liability Insurance Minimum Coverage	Family Communication Requirements	Provide Written Policies and Procedures	Keep Logs of Children's Care	Meet with Families Regularly	
Alabama	32 sq feet	60 sq feet	No minimum	None	None	None	None	Yes	Yes	No	No	
Alaska	35 sq feet	75 sq feet	No minimum	None	None	None	None	Yes	Yes	No	No	
Arizona	35 sq feet	75 sq feet	4 feet	Yes	None	None	General facility liability insurance of at least	Yes	Yes	Yes	No	
Arkansas	35 sq feet	75 sq feet	No minimum	None	None	None	\$500,000 per occurrence, \$1,000,000 per	Yes	Yes	Yes	No	
California	35 sq feet	75 sq feet	4 feet	None	None	None	None	Yes	Yes	No	No	
Colorado	30 sq feet	75 sq feet	4 feet	None	Yes	None	None	Yes	Yes	No	Yes	
Connecticut	35 sq feet	75 sq feet	4 feet	None	Yes	None	None	No	No	No	No	
Delaware	35 sq feet	75 sq feet	5 feet	Yes	None	None	No minimum	Yes	Yes	Yes	Yes	
District of Columbia	35 sq feet	60 sq feet	6 feet	None	None	None	No minimum	Yes	Yes	No	No	
Florida	35 sq feet	45 sq feet	7 feet	Yes	None	None	None	No	No	No	No	
Georgia	35 sq feet	100 sq feet	4 feet	None	Yes	None	None	Yes	Yes	No	No	
Hawaii	35 sq feet	75 sq feet	No minimum	None	None	None	No minimum	Yes	Yes	No	Yes	
Idaho	None	None	4 feet	None	None	None	No minimum	No	No	No	No	
Illinois	35 sq feet	75 sq feet	48 inches	Yes	Yes	None	\$300,000 per occurrence	Yes	Yes	Yes	No	
Indiana	35 sq feet	75 sq feet	No minimum	None	Yes	None	None	Yes	Yes	Yes	Yes	
Iowa	35 sq feet	75 sq feet	None	Yes	None	None	None	Yes	Yes	Yes	No	
Kansas	35 sq feet	75 sq feet	4 feet	None	None	None	No minimum	Yes	No	Yes	No	
Kentucky	35 sq feet	60 sq feet	No minimum	Yes	None	None	\$100,000 per occurrence	No	No	No	No	
Louisiana	35 sq feet	75 sq feet	No minimum	None	None	None	No minimum	Yes	Yes	Yes	No	
Maine	35 sq feet	None	48 inches	None	None	None	\$100,000 per person, \$300,000 per occurrence	Yes	Yes	Yes	No	
Maryland	35 sq feet	75 sq feet	None	None	None	None	None	Yes	No	Yes	No	
Massachusetts	35 sq feet	75 sq feet	4 feet	None	None	None	None	Yes	Yes	Yes	Yes	
Michigan	35 sq feet	None	48 inches	None	None	None	None	Yes	Yes	Yes	No	
Minnesota	35 sq feet	75 sq feet	No minimum	None	None	None	None	Yes	Yes	Yes	Yes	
Mississippi	40 sq feet for under 1 year	75 sq feet	4 feet	Yes	None	None	None	Yes	Yes	Yes	No	
Missouri	35 sq feet	75 sq feet	42 inches	None	None	None	None	Yes	Yes	No	No	
Montana	35 sq feet	None	4 feet	Yes	None	None	No minimum	Yes	Yes	No	No	
Nebraska	35 sq feet	50 sq feet	No minimum	None	None	None	\$100,000 per occurrence	No	No	No	No	
Nevada	35 sq feet	37.5 sq feet	No minimum	None	None	None	No minimum	Yes	Yes	Yes	No	
New Hampshire	40 sq feet	50 sq feet	No minimum	None	None	None	None	Yes	Yes	No	No	
New Jersey	35 sq feet	150 sq feet total, plus 30 sq feet	No minimum	Yes	None	None	No minimum	Yes	Yes	No	Yes	
New Mexico	35 sq feet	75 sq feet	4 feet	None	None	None	None	Yes	Yes	No	No	
New York	35 sq feet	None	None	None	None	None	No minimum	Yes	Yes	No	Yes	
North Carolina	25 sq feet	75 sq feet	4 feet	None	None	None	None	Yes	Yes	No	Yes	
North Dakota	35 sq feet	75 sq feet	No minimum	Yes	None	None	No minimum	Yes	Yes	Yes	Yes	
Ohio	35 sq feet	75 sq feet	No minimum	Yes	None	None	None	Yes	Yes	Yes	Yes	
Oklahoma	35 sq feet*	75 sq feet or 1800 total, with	48 inches	None	None	None	\$200,000 for each occurrence of negligence	Yes	Yes	Yes	Yes	
Oregon	35 sq feet	75 sq feet	4 feet	None	None	None	None	Yes	Yes	Yes	No	
Pennsylvania	65 sq feet	65 sq feet	No minimum	Yes	None	None	No minimum	Yes	Yes	No	No	
Rhode Island	35 sq feet for infants and	75 sq feet	4 feet	None	None	None	No minimum	Yes	Yes	Yes	Yes	
South Carolina	35 sq feet	75 sq feet	4 feet	None	None	None	None	Yes	Yes	No	No	
South Dakota	35 sq feet	50 sq feet	4 feet	None	None	None	No minimum	No	No	No	No	
Tennessee	30 sq feet	50 sq feet	4 feet	Yes	None	None	\$500,000 per occurrence, \$500,000 general	Yes	Yes	Yes	Yes	
Texas	30 sq feet	80 sq feet	4 feet	None	Yes	None	\$300,000 for each occurrence of negligence	Yes	Yes	Yes	No	
Utah	35 sq feet	40 sq feet	No minimum	None	None	None	None	Yes	Yes	No	No	
Vermont	35 sq feet	75 sq feet	4 feet	None	None	None	No minimum	Yes	Yes	Yes	Yes	
Virginia	35 sq feet	75 sq feet	None	None	None	None	\$500,000 per occurrence, \$500,000 general	Yes	Yes	Yes	Yes	
Washington	35 sq feet	75 sq feet	48 inches	None	None	None	No minimum	Yes	Yes	Yes	Yes	
West Virginia	35 sq feet	75 sq feet	3 feet	None	Yes	Yes	None	Yes	Yes	Yes	No	
Wisconsin	35 sq feet	75 sq ft/per child over 2 years	4 feet	None	None	None	\$75,000 for each occurrence	Yes	Yes	Yes	Yes	
Wyoming	35 sq feet	75 sq feet	4 feet	Yes	None	None	None	Yes	Yes	No	Yes	

Table 3	Child to Staff Ratios, by Age									
State	0 to 1 Year	1 to 1.5 Years	1.5 to 2 Years	2 to 2.5 Years	2.5 to 3 Years	3 to 4 Years	4 to 5 Years	5 to 6 Years	6 to 7 Years	7 to 8 Years
Alabama	5	5	7	8	8	11	18	21	21	21
Alaska	5	5	6	6	6	10	10	14	14	18
Arizona	5	6	6	8	8	13	15	20	20	20
Arkansas	5	5	8	8	12	15	18	18	18	18
California	3	3	4	4	4	8	8	14	14	14
Colorado	5	5	5	5	8	10	12	15	15	15
Connecticut	4	4	4	4	4	10	10	10	10	10
Delaware	4	6	6	8	8	10	12	15	15	15
District of Columbia	4	4	4	4	8	8	10	12	15	15
Florida	4	6	6	11	11	15	20	25	25	25
Georgia	6	8	8	10	10	15	18	20	25	25
Hawaii	n/a	n/a	n/a	8	8	12	16	20	20	20
Idaho	6	6	6	8	8	12	12	24	24	24
Illinois	4	5	5	8	8	10	10	20	20	20
Indiana	4	5	5	5	7	10	12	15	15	15
Iowa	4	4	4	7	7	10	12	15	15	15
Kansas	3	6	6	7	7	12	12	16	16	16
Kentucky	5	6	6	10	10	14	15	25	25	20
Louisiana	5	7	7	10	10	13	15	19	23	23
Maine	4	4	4	8	8	8	8	12	12	12
Maryland	3	3	3	6	6	10	10	15	15	15
Massachusetts	3	4	4	4	4	10	10	15	13	13
Michigan	4	4	4	4	8	10	12	12	18	18
Minnesota	4	4	7	7	7	10	10	10	15	15
Mississippi	5	9	9	12	12	14	16	20	20	20
Missouri	4	4	4	8	8	10	16	16	16	16
Montana	4	4	4	8	8	8	10	14	14	14
Nebraska	4	4	6	6	6	10	12	12	15	15
Nevada	4	6	6	9	9	12	13	18	18	18
New Hampshire	4	5	5	6	6	8	12	15	15	15
New Jersey	4	4	6	6	10	10	12	15	15	15
New Mexico	6	6	6	10	10	12	12	15	15	15

New York	4	4	5	5	5	7	8	9	10	10
North Carolina	5	6	6	10	10	15	20	25	25	25
North Dakota	4	4	5	5	5	7	7	10	20	20
Ohio	5	7	7	8	8	12	14	18	18	18
Oklahoma	4	6	6	8	8	12	15	15	20	20
Oregon	4	4	4	5	5	10	10	15	15	15
Pennsylvania	4	5	5	6	6	10	10	12	12	15
Rhode Island	4	4	6	6	6	9	10	12	13	13
South Carolina	5	6	6	8	8	12	17	20	23	23
South Dakota	4	5	5	5	5	10	10	15	15	15
Tennessee	4	6	6	7	7	9	13	16	20	20
Texas	4	5	9	11	11	15	18	22	26	26
Utah	4	4	5	7	7	12	15	20	20	20
Vermont	4	4	4	5	6	10	10	13	13	13
Virginia	4	4	5	8	8	10	10	10	18	18
Washington	4	7	7	7	10	10	10	15	15	15
West Virginia	4	4	4	8	8	10	12	12	16	16
Wisconsin	5	5	5	6	8	10	13	18	18	18
Wyoming	4	5	5	8	8	10	12	18	18	18

Table 2	Licensing Regulations							
State	Director Initial Education Requirements	Director Initial Experience Requirements	Teacher Initial Education Requirements	High School Diploma/GED	Minimum Age	Profession Name		
Alabama	120 hours of training in childcare	12 months	None	Yes	18	Child care workers/teachers		
Alaska	Child Development Associate (CDA)	None	None	None	18	Caregiver		
Arizona	6 credit hours in early childhood, child development, or a	24 months	6 months of experience	Yes	18	Teacher-caregiver		
Arkansas	Child Development Associate (CDA)	8 years	None	Yes	18	Staff		
California	Bachelor's Degree (Child Development Site Supervisor Permit or a Child Development Program Director)		Child Development Associate (CDA) credential	None (required for CDA)	18	Teacher		
Colorado	Associate's degree	3 months	Child Development Associate (CDA) credential	None (required for CDA)	18	Early Childhood Teacher		
Connecticut	3 credits in the administration of early childhood education	None	540 hours of experience	Yes	18	Program Staff		
Delaware	Associate's degree	12 months	Child Development Associate (CDA) credential	Yes	18	Early Childhood Teacher		
District of Columbia	Bachelor's degree	12 months	Child Development Associate (CDA) credential while enrolled in	None (required for CDA)	18	Teacher		
Florida	Child Development Associate (CDA), 38 hours of training, and Overview of Childcare Management Course		Child Development Associate (CDA) credential	None (required for CDA)	16	Staff		
Georgia	Child Development Associate (CDA)	6 months	Child Development Associate (CDA) credential	None (required for CDA)	18	Teacher/Lead Caregiver		
Hawaii	Child Development Associate (CDA)	4 years	Child Development Associate (CDA) credential and 12 months of	None (required for CDA)	18	Teacher		
Idaho	Not Licensed		Not Licensed			Teacher		
Illinois	Child Development Associate (CDA) and 12 credit hours	2 years	Child Development Associate (CDA) credential	Yes	19	Early Childhood Teachers		
Indiana	Associate's degree	3 years	None	Yes	18	Caregiver		
Iowa	Associate's degree	2 years	None	None	18	Teacher		
Kansas	None	6 months	Not Licensed	None	16	Assistant teacher		
Kentucky	None	3 years	None	Yes	18	Staff		
Louisiana	6 credit hours or 90 clock hours of training	3 years	Child Development Associate (CDA) credential	Yes	18	Staff		
Maine	6 hours of training	None	None	Yes	18	Staff		
Maryland	The Child Development Associate (CDA), 3 credit hours in administrative training, and 12 hours of preservice		CDA and 12 months of experience	Yes	19	Child Care Teachers		
Massachusetts	16 credit hours in childcare	42 months	Child Development Associate (CDA) Credential	Yes	21	Teacher		
Michigan	Child development associate credential (CDA)	960 hours	None	None	18	Staff		
Minnesota	90 credit hours in staff supervision, human relations, or child development	1,040 hours	Child Development Associate (CDA) credential & 1,560 hours of	None (required for CDA)	18	Teacher		
Mississippi	Child Development Associate (CDA)	2 years	None	Yes	18	Caregiver		
Missouri	Child Development Associate (CDA) and 6 credit hours	12 months	None	None	18	Caregiver		
Montana	60 hours of approved training	3 years and 500 hours of experience	None	None	16	Early Childhood Assistant Teacher		
Nebraska	Child Development Associate (CDA)	None	Acquire at least three credit hours or 45 clock hours of training with	Yes	18	Non-Certified Teacher		
Nevada	Child Development Associate (CDA)	2,000 hours of experience in childcare, and 1	None	None	16	Caretaker		
New Hampshire	Child Development Associate (CDA) and 3 credit hours in	4500 hours	30 hours of training and 1,000 hours of experience	Yes	18	Associate Teacher		
New Jersey	Child Development Associate (CDA)	12 months	Child Development Associate (CDA) and 12 months of experience	None (required for CDA)	None	Group Teacher		
New Mexico	Child Development Associate (CDA)	2 years	45-hour entry level course		18	Staff member		
New York	Child Development Associate (CDA) with a plan of study	2 years of experience in a child care center and	Child Development Associate (CDA) and 1 year of experience	None (required for CDA)	18	Group Teacher		
North Carolina	Bachelor's Degree in any field with 18 semester hours in e	None	20 hours of training in the first six months of employment	Yes	18	Teacher		
North Dakota	Child Development Associate (CDA)	12 months	None	None	None	Staff Member		
Ohio	4 college courses within 1 year of promotion	2 years	Be enrolled in Child Development Associate (CDA)	Yes	16	Staff Member		
Oklahoma	Child Development Associate (CDA) and 3 credit hours in	12 months of experience	None	Yes	18	Teacher		
Oregon	None	600 hours of management experience and 60	750 hours of experience	None	18	Teacher		
Pennsylvania	30 credit hours in early childhood education	None	600 clock hours of training	Yes	18	Assistant group supervisor		
Rhode Island	None	1 year of experience in administration or man	Child Development Associate (CDA) and 1 year of experience	None (required for CDA)	18 (not mentioned for teach	Teacher		
South Carolina	Child Development Associate (CDA)	12 months	6 months of experience	Yes	18	Teacher/Caregiver		
South Dakota	None	4 years	None	None	18	Provider		
Tennessee	30 clock hours of Administrator Orientation training	4 years	None	None	16	Educator		
Texas	Child Development Associate and 6 college credit hours in	2 years	None	Yes	18	Caregiver		
Utah	National Administrator Credential and 60 clock hours of e	None	2.5 hour preservice training	None	16	Caregiver		
Vermont	Child Care Certificate from the Community College of Ver	12 months	Bachelor's Degree	None (necessary for degree)	20	Teacher		
Virginia	Child Development Associate (CDA)	2 years, with 1 year in a staff supervisory cap	None	None	None (16 for aides)	Staff		
Washington	20 college credits	2 years, and 6 months in administration or m	ECE initial certificate (12 credit hours)	Yes	18	Assistant Teacher		
West Virginia	Child Development Associate (CDA)	None	Child Development Associate (CDA) Credential, 300 hours of ex	None (required for CDA)	18	Teacher		
Wisconsin	Child Development Associate (CDA). Within one year of a	240 hours	4 credits in early childhood education & 240 hours of experience	Yes	18	Child care teacher		
Wyoming	5 college credit hours	12 months of experience	None	None	16	Staff		

Table 2	Licensing Regulations	Teacher Initial Licensing Requirements					
State	Director Initial Education Requirements	Teacher Initial Licensing Requirements					
Alabama	120 hours of training in childcare, 12 months of experience working as a childcare teacher CDA and 12 months of experience working as a childcare teacher						
	Associate's degree in child development and 9 months of experience as a childcare teacher						
	Bachelor's degree in child development and 6 months of experience as a childcare teacher						
Alaska	12 semester hours of college credit in early childhood development, child development, child psychology, or the equivalent, child development associate (CDA) credential from the Council for Early Childhood Professional Recognition						
	a Montessori certificate issued by a program accredited by the Montessori Accreditation Commission for Teacher Education.						
	bachelor's degree in early childhood education						
Arizona	At least 24 months of child care experience, a high school or high school equivalency diploma, and 6 credits in early childhood, child development, or a closely-related field from an accredited college or university	Six months of child care experience and A high school diploma or high school equivalency diploma					
	At least 24 months of child care experience, a high school or high school equivalency diploma, and 60 actual hours of instruction, provided in conferences, seminars, lectures, or workshops in early childhood, child development, or a closely-related field, and an additional 12 hours of instruction, provided in conferences, seminars, lectures, or workshops in the area of program administration, planning, development, or management;	Six months of child care experience and At least 12 credit hours from an accredited college or university, including at least six credit hours in early childhood, child development, or a closely-related field					
	18 months of child care experience and: An N.A.C., C.D.A., or C.C.P. credential	Associate or bachelor degree from an accredited college or university in early childhood, child development, or a closely-related field					
	18 months of child care experience and 24 credit hours from an accredited college or university, including 6 in early childhood education	N.A.C., C.D.A., or C.C.P. credential					
	six months of child care experience and an associate degree from an accredited college						
	three months of child care experience and a bachelor degree from an accredited college						
Arkansas	Bachelor's Degree in Early Childhood, Child Development, or a related field	None					
	Bachelor's Degree in a non-related field plus 4 years of experience in early childhood education						
	Bachelor's Degree in a non-related field plus Child Development Associate Credential (CDA)						
	Bachelor's Degree in a non-related field plus Birth - Pre-K Credential						
	Associate degree in Early Childhood or Child Development, plus 6 years of experience in Early Childhood Education						
	8 years of experience in Early Childhood Education and within two (2) years of employment Child Development Associate Credential						
	8 years of experience in Early Childhood Education and within two (2) years of employment Birth - Pre-K Credential						
	8 years of experience in Early Childhood Education and within two (2) years of employment Director's Credential or the equivalent; or						
	8 years of experience in Early Childhood Education and within two (2) years of employment Technical Certificate in Early Childhood Education.						
California	15 semester credits at a university and 4 years of childcare teacher experience	Twelve postsecondary semester or equivalent quarter units in early childhood education or child development completed, with passing grades, at an accredited or approved college or university					
	associate degree with an emphasis in early childhood education or child development; and two years of teaching experience	Child Development Assistant Permit issued by the California Commission on Teacher Credentialing					
	bachelor's degree with an emphasis in early childhood education or child development; and one year of teaching experience						
	Child Development Site Supervisor Permit or a Child Development Program Director Permit						
Colorado	Bachelor's degree in child development	Bachelor's degree					
	Associate's degree in early childhood education or child development and 3 months of experience as a childcare teacher	Associate's degree					
	30 relevant semester credit hours with no degree, plus 6 months of experience as a childcare teacher	professional teaching license					
		early childhood professional credential level II					
		child development associate (CDA)					
		course of approved training and 9 months of experience					
		18 credit hours in childcare and 3 months of experience					
		early childhood professional credential level I and 21 months of experience					
		early childhood professional credential level I and 6 credit hours in childcare					
Connecticut	3 credits in the administration of early childhood education program within 1 year of being hired	At least five hundred and forty hours documented experience in working with unrelated children of the same age(s) to be served in this child care center or group child care home.					
Delaware	associate degree in early childhood education and 12 months experience working with children ages birth through second grade in a group	Bachelor's degree					
	associate degree in any area of study, 15 credits related to child development, and 12 months experience working with children ages birth through second grade in a group	Associate's degree					
		unrelated degree and 500 hours of experience					
		vocational/technical high school three-year early childhood program					
		nine college credits in early childhood education					
		child care worker apprenticeship program					
		Child Development Associate (CDA) credential					
		TECE 1 and TECE 2 or 120 hours of quality-assured training					
District of Columbia	Bachelor's degree and 1 year of experience	Associate's degree in early childcare					
		Associate's degree with 12 credits in early childcare and 12 months of experience					
		60 credit hours towards early childcare					
		60 credit hours with 12 credits in early childcare and 12 months of experience					
		Child Development Associate (CDA) credential, provided that the individual is enrolled in an associate or more advanced degree program and earns an associate or more advanced degree in compliance with (a) or (b) within four (4) years					
		Have earned a competency-based credential, representing a level of knowledge and skills equivalent to or greater than an associate degree					
Florida	Child Development Associate (CDA)	Bachelor's degree in early childcare					
	Florida Child Care Professional Credential (FCCPC).	Associate's degree in early childcare					
	Florida Department of Education Child Care Apprenticeship Certificate (CCAC), or	Associate's degree and 480 hours of experience					
	Early Childhood Professional Certificate (ECPC).	Child Development Associate (CDA) credential					
	An active School-Age Child Care Credential	Florida Child Care Professional Credential (FCCPC)					
	Bachelor's degree						
	Associate Degree and 480 hours of experience						

	Associate's degree and 3 years of experience								
	related associate's degree and 3 years of experience								
	CDA and five years experience								
	7 years of experience and 180 hours of training								
Maryland	6 semester hours or 90 clock hours, or their equivalent, of approved preservice training, 3 credit hours in administrative training, and 12 hours of preservice training	6 semester hours of preservice training and one year of experience							
	Child Development Associate National Credential , 3 credit hours in administrative training, and 12 hours of preservice training	Child Development Associate (CDA) credential and one year of experience							
		6 semester hours of preservice training and 1 year of college							
		Child Development Associate (CDA) credential and 1 year of college							
Massachusetts		three credits in category Child Growth and Development and have nine months of work experience							
Director 1	12 credits in at least four categories of study except Child Care Administration including three credits in Child Growth and Development and three credits in Infant and Toddler Care; and 36 months of work experience.	Child Development Associate (CDA) Credential							
Director 2	must meet the requirements of lead teacher; have six months of work experience after meeting lead teacher qualifications; have evidence of satisfactory completion of at least two credits or three CEUs in category Child Care Administration; and have evidence of satisfactory completion of at least four additional credits or six CEU's in any category 606 CMR 7.09(18)(b)1. through 12.	two-year high school vocational program in early childhood education							
Lead Teacher	Child Development Associate (CDA) Credential and 27 months of work experience.								
	must meet the requirements of lead teacher; have six months of work experience after meeting lead teacher qualifications; have evidence of satisfactory completion of at least two credits or three CEUs in category Child Care Administration; and have evidence of satisfactory completion of at least two additional credits or three CEU's in any category 606 CMR 7.09(18)(b)1. through 12.								
	Associate degree and 15 credits								
	Associate degree and 18 months of work experience								
	Bachelor's degree in unrelated field and 15 credits								
	Bachelor's degree in unrelated field and 18 months of work experience								
	Bachelor's degree and 15 credits								
	Bachelor's degree and 9 months of work experience								
	Alternative early education program and 15 credits								
	Alternative early education program and 27 months of experience								
Michigan									
Minnesota	1,040 hours of experience and nine quarter credits or 90 hours earned in any combination of accredited courses in staff supervision, human relations, and child development.	high school diploma, 24 quarter credits of education, and 4,160 hours as assistant teacher							
		Minnesota technical institute certificate as a Child Development Assistant, 6 quarter credits, and 2,080 hours as an assistant teacher							
		Child Development Associate (CDA) credential & 1,560 hours of experience							
		License from the Minnesota Department of Education for Prekindergarten Associate; or a certificate or credential for a two-year program from an accredited community college or technical college in child development or early childhood education, 6 quarter credits, and 1,040 hours as an assistant teacher							
		Baccalaureate degree from an accredited college or university in any field, 18 quarter credits of education, and 1,040 hours as assistant teacher, aide, or student intern							
		License from the Minnesota Department of Education for elementary education without kindergarten endorsement, 6 quarter credits of education, and 520 hours of experience							
		License from the Minnesota Department of Education							
Mississippi	Bachelor's degree in early childhood education	High school diploma or equivalent (GED).							
	Associate degree in child development with 480 hours of practical experience	Child Development Associate (CDA) credential							
	Associate degree in child development and two years of experience	Three years of documented experience							
	Child Development Associate (CDA) credential and 2 years of experience								
	24 semester hours credit and 2 years of experience								
	Mississippi Department of Human Services (MDHS) Division of Early Childhood Care and Development (DECCD) Child Care Director's Credential or MDHS OCY Child Care Director's Credential and 2 years of experience								
Missouri	Thirty (30) college semester hours, with six (6) of the thirty (30) hours in child-related courses; or twelve (12) months experience with six (6)								
	Sixty (60) college semester hours. Twelve (12) of the hours must be in child-related courses; or twenty-four (24) months experience and twelve (12) college semester hours in child-related courses.								
	Ninety (90) college semester hours. Eighteen (18) of the ninety (90) hours must be in child-related courses; or thirty-six (36) months experience and eighteen (18) college semester hours in child-related courses.								
Based on Size: 0-20, 2									
	One hundred twenty (120) college semester hours. Twenty-four (24) of the one hundred twenty (120) hours must be in child-related courses. Six (6) of the twenty-four (24) college semester hours may include courses in business or management; or four (4) years experience and twenty-four (24) college semester hours in child-related courses. Six (6) of the twenty-four (24) college semester hours may include courses in business or management.								
Montana	(i) current ECP Practitioner Registry level 4 or higher; or								
	(ii) current ECP Practitioner Registry level 3, plus two years of experience in a licensed child care facility or Head Start;								
	(iii) current ECP Practitioner Registry level 2, plus three years of experience in a licensed child care facility or Head Start;								
	(iv) a bachelor degree or higher in any field, plus completion of the 60 hour infant-toddler training and the 60 hour preschool course, or 120 hours of alternate training approved by the department;								
	(v) a combination of education and experience may be considered. This option must be approved by the CCLP manager.								
Nebraska	Hold a bachelor's degree from an accredited college or university in early childhood education, education, or child/youth development;	Bachelor's degree							
	Hold a bachelor's degree from an accredited college or university with at least six credit hours in early childhood education, education or child/youth development;	Associate Degree							
	Have an associate degree from an accredited college or university in early childhood education, education or child/youth development;	Child Development Associate (CDA) Credential							
	Have a Child Development Associate Credential; or	high school diploma and 1500 hours of experience							

	Have a high school diploma or GED and 3000 clock hours of verifiable experience in organized group activities for children age birth to 13 as indicated by a positive reference from a former employer or supervisor and: a. b. Have successfully completed six credit hours or 36 clock hours of Department-approved training in administration, early childhood education, education, or child/youth development. Business courses may be included, not to exceed one-half of the credit or clock hour requirement; or A written, Department-approved plan to acquire at least six credit hours or 36 clock hours of Department-approved training in administration, early childhood education, education, or child/youth development, in a period not to exceed 12 months. Business courses may be included in the plan, not to exceed one-half of the credit or clock hour requirements.	high school diploma and acquire at least three credit hours or 45 clock hours of training within 6 months				
Nevada	Associate's degree, 1,000 hours of experience in childcare, and 1,000 hours of experience in administrative role					
	Associate's degree in any field, 15 credit hours of early childcare, 2,000 hours of experience in childcare, and 1,000 hours of experience in administrative role					
	15 credit hours in childcare, 3,000 hours of experience in childcare, and 1,000 hours of experience in administrative role					
	CDA, 2,000 hours of experience in childcare, and 1,000 hours of experience in administrative role					
New Hampshire	have 3 credits in management or supervision awarded by an accredited college or university minimum of 2 years experience in a supervisory or management position in lieu of the 3 credits in management and supervision, or a written plan for completion of the 3 credits, have a minimum of 1500 hours experience working with children in a licensed child care program or public or private elementary school, and one of the following:	9 credits in related coursework				
	a minimum of an associates degree awarded by an accredited college in related coursework	certification as para II educator				
	an additional 3000 hours of experience working with children in a licensed child care program or in a public or private elementary school and documentation of a non-expired child development associates (CDA) in center based programs awarded by the counsel for professional recognition	high school level 2-year career and technical education and 1000 hours of experience				
	current certification in early childhood, elementary, or special education by the department of education	3 credit college course in child or human growth and development and 1000 hours of experience				
	certification in a teacher preparation program accredited by the Montessori accreditation council of teacher education (MACTE) in infant and toddler, early childhood or elementary together with 60 credits awarded by an accredited college or university	Thirty hours of training in child growth and development and 1000 hours of experience				
	documentation of 60 credits of which at least 24 shall be related to coursework including at least 3 credits in each of the following areas: children with special needs, child growth and development, curriculum for early childhood education					
New Jersey	Masters Degree in any field related to children or business	Associate's Degree				
More than 30 students	Bachelors Degree and One year of managerial or supervisory experience	15 related college credits				
Less than 30 students	Associate's Degree in Early Childhood Education or Child Development	Child Development Associate (CDA) Credential				
	Six college credits in Early Childhood Education or Child Development AND Nine college credits in Education, Psychology, Health Care, Nursing, or any other field related to child growth or development	Certified Child Care Professional (CCP) Certificate				
	Child Development Associate (CDA) Credential	Group Teacher endorsement from the New Jersey Registry for Childhood Professionals				
	Certified Child Care Professional (CCP) Certificate	New Jersey Infant/Toddler Credential				
	Group Teacher endorsement from the New Jersey Registry for Childhood Professionals, Professional Impact New Jersey					
	Group Teacher endorsement from the New Jersey Registry for Childhood Professionals, Professional Impact New Jersey					
New Mexico	Two-years experience in an early childhood growth and development setting Program Administration The first of three AA-level Early					
	Two-years experience in an early childhood growth and development setting and The Provisional AA-Level NM Early Childhood Program Administration Certificate (All three AA-level Early Childhood Program Administration Courses and Practicum: Program Management 1, Effective Program Development for Diverse Learners and Their Families & Practicum, Professional Relationships & Practicum)					
	Two-years experience in an early childhood growth and development setting and The New Mexico Child Development Certificate (CDC)					
	Two-years experience in an early childhood growth and development setting and The Child Development Associate (CDA) certificate					
	Two-years experience in an early childhood growth and development setting and The Child Care Professional (CCP) certificate					
	Two-years experience in an early childhood growth and development setting and The New Mexico Early Childhood Program Administration Certificate					
	Two-years experience in an early childhood growth and development setting and Montessori Teacher Certification					
	Two-years experience in an early childhood growth and development setting and The New Mexico One-Year Vocational Certificate					
	Two-years experience in an early childhood growth and development setting and Associate of Arts (AA) or Applied Sciences (AA or AAS) in child development or early childhood education					
	One year of experience in an early childhood growth and development setting and A bachelor's degree or higher in early childhood education or a related field.					
New York	a Bachelor's degree, including or in addition to 12 credits in Early Childhood, Child Development or a related field; one year of full-time teaching experience in a child care center, family or group family day care home or other early childhood program; and one year of experience supervising staff in a child care program or a related field of work; or	Associate's degree				
	a New York State Children's Program Administrator Credential; one year of full-time teaching experience in a child care center, family or group family day care home or other early childhood program; and one year of experience supervising staff in a child care program or a related field of work; or	Child Development Associate Credential and one year of experience				
	an Associate's degree in Early Childhood or related field, with a plan of study leading to a Bachelor's degree or a New York State Children's Program Administrator Credential; two years of full-time teaching experience in a child care center, family or group family day care home or other early childhood program; and two years of experience supervising staff in a child care program or a related field of work; or	9 college credits in Early Childhood, Child Development or a related field, with a plan of study leading to a Child Development Associate Credential and two years of experience				
	a Child Development Associate Credential or other Office-recognized credential, with a plan of study leading to a Bachelor's degree or a New York State Children's Program Administrator Credential; two years of fulltime teaching experience in a child care center, family or group family day care home or other early childhood program; and two years of experience supervising staff in a child care program or a related field of work.					
North Carolina	A NC Principal's License, or	Child Development Associate (CDA) certificate				
	A North Carolina Early Childhood Administrator Credential (NCECAC) Level III, or	One year of child care experience working in a child care center				
	hold a Bachelor's Degree in any field with 18 semester hours in early childhood education and child development, and complete six semester hours in child care administration or nine semester hours in business administration or a combination of child care administration and business administration.	Completion of a two year high school program of Early Childhood Education				
North Dakota	A bachelor's degree in the field of early childhood education or child development;	Twenty hours of training in child development within the first six months of employment				

	A bachelor's degree with at least six months of experience in a child care center or similar setting and one of the following: (1) Eight semester hours or twelve quarter hours of department-approved early childhood education or child development; (2) One hundred twenty hours of department-approved early childhood training; or (3) A director's credential approved by the department;						
	An associate's degree in the field of early childhood education or child development with at least six months of experience in a child care center or similar setting;						
	An associate's degree with at least one year of experience in a child care center or similar setting and one of the following: (1) Eight semester hours or twelve quarter hours of department-approved early childhood education or child development; (2) One hundred twenty hours of department-approved early childhood training; or (3) A director's credential approved by the department;						
	A teaching certificate in elementary education with at least six months of experience in a child care center or similar setting;						
	A current certification as a child development associate or successful completion of a department-approved diploma program with emphasis in early childhood or child care, with at least one year of experience in a child care center or similar setting; or						
	Certification from a Montessori teacher training program with at least one year of experience in a Montessori school, child care center, or similar setting and at least one of the following: (1) Eight semester hours or twelve quarter hours of department-approved child development or early childhood education; (2) One hundred twenty hours of department-approved early childhood training; or (3) A director's credential approved by the department; and						
Ohio		be at least a high school junior and enrolled in an early childhood education or child development career technical program.					
		be at least a high school junior and A child development associate (CDA) training program					
		be at least a high school junior and a college credit program with early childhood education or child development focus.					
Oklahoma	6 EDE/CD/SA credit hours, 3 admin/mgt credit hours, and 12 months of experience						
	Child Development Associate Credential, 3 admin/mgt credit hours, and 12 months of experience						
	Oklahoma Competency Certificate in ECE, 3 admin/mgt credit hours, and 12 months of experience						
	6 EDE/CD/SA credit hours, Approved Admin Credential, and 12 months of experience						
	Child Development Associate Credential, Approved Admin Credential, and 12 months of experience						
	Oklahoma Competency Certificate in ECE, Approved Admin Credential, and 12 months of experience						
	6 EDE/CD/SA credit hours, 40 admin/mgt clock hours, and 12 months of experience						
	Child Development Associate Credential, 40 admin/mgt clock hours, and 12 months of experience						
	Oklahoma Competency Certificate in ECE, 40 admin/mgt clock hours, and 12 months of experience						
Oregon	Associate's degree						
	60 quarter credits in 5 CKCs	One year or 1,500 hours of qualifying teaching experience in Registered Family or Certified Family child care.					
	600 hours experience	Documentation of attaining at least step 6 in the Oregon Registry; OR 9 quarter credits in two CKCs (3 must be in HGD or UGB)					
	1 year as a provider at a Certified Family Child Care	A minimum of an Associate's Degree from a college or university with a major in: Early childhood education, Child development, Special education, Human development, Child and family studies					
	One of each:	A state or nationally recognized credential, e.g. Child Development Associate (CDA).					
	7 credit hours in business administration or management at a college or university	Related to infant and toddler care					
	70 training hours in program management with an emphasis on the following subjects: financial management and budgeting; policy development; staff management, evaluation and training; record keeping.						
	600 hours of documented management experience						
Pennsylvania	A bachelor's degree and 1 year of experience	A high school diploma or a general educational development certificate and 30 credit hours from an accredited college or university in early childhood education, child development, special education, elementary education or the human services field.					
	A bachelor's degree from an accredited college or university, including 30 credit hours in early childhood education, child development, special education, elementary education or the human services field and 2 years of experience	A high school diploma or a general educational development certificate, including 600 or more hours of secondary training					
	An associate's degree from an accredited college or university in early childhood education, child development, special education, elementary education or the human services field and 3 years of experience with children.	A high school diploma or a general educational development certificate, 15 credit hours, and 1 year of experience with children.					
	An associate's degree from an accredited college or university, including 30 credit hours in early childhood education, child development, special education, elementary education or the human services field and 4 years of experience with children	A high school diploma or a general education development certificate and completion of a post-secondary training curriculum					
		A high school diploma or a general educational development certificate and 2 years of experience					
Rhode Island	Option 1: In conjunction with a full-time Education Coordinator, the program Administrator must have a High School diploma, and one (1) year of professional experience in administration and/or business management, and one (1) year of experience working in a licensed/approved early childhood program.	The individual holds a High School Diploma with a vocational concentration in child care and has two (2) years supervised experience in a licensed/approved Early Childhood Program.					
	Option 2: In conjunction with a part-time Education Coordinator, the program Administrator must have successfully completed at least twelve (12) credits in early childhood education at the post-secondary level, and two (2) years of professional experience in administration and/or business management, and two (2) years of experience working in a licensed/approved early childhood program.	The individual holds a high school diploma or a General Education Development (GED) certificate and has three (3) years supervised experience in a licensed/approved Early Childhood Program.					
	Option 3: (In School-age programs only), the Administrator must have a High School diploma, and one (1) year of professional experience working with school-age children.	The individual holds a Child Development Associate (CDA) and has one (1) year supervised experience in a licensed/approved Early Childhood Program.					
		The individual has completed twelve (12) credits in Early Childhood Education or field related to Early Childhood Education from an accredited institution of higher education and has at least three (3) months supervised experience in a licensed/approved Early Childhood Program.					

		The individual holds an associate's degree or higher in a field related to Early Childhood Education, Child Development, Human Services or Recreation from an accredited institution of higher education.					
South Carolina	A bachelor's degree or advanced degree from a state-approved college or university in early childhood education, child development, child psychology or a related field that includes at least eighteen credit hours in child development and/or early childhood education;	A high school diploma or General Educational Development Certificate (GED) and at least six months' experience					
	A bachelor's degree from a state-approved college or university in any subject area, six months experience working with children in a licensed, approved or registered child care facility						
	An associate's degree from a state-approved college or university in early childhood education, child development, child psychology or a related field, that includes at least eighteen credit hours in child development and/or early childhood education with six months' work experience in a licensed, approved or registered child care facility;						
	A diploma in child development/early childhood education from a state-approved institution or a child development associate credential (CDA), and one year work experience in a licensed, approved or registered child care facility						
	A High School Diploma or GED, and Early Childhood Development (ECD) 101 with 3 years' experience in a licensed, approved or registered child care facility. One year shall include supervision of child care staff.						
South Dakota	(1) Have a bachelor's degree in a field of education or human development;	All providers shall be at least eighteen years of age and demonstrate and maintain the ability to provide care that attends to the child's physical growth and development and to the physical, emotional, cognitive, and social needs of the child, as determined by the department.					
	(3) Have a two-year degree in early childhood education; Have a Child Development Associate credential or comparable credential, as determined by the department;						
	(4) Hold certification in a child learning philosophy and have at least one year of experience in a child care setting;						
	(5) Have a child development technician diploma						
	(6) Have four years of experience in a center or school-age program.						
Tennessee	Graduation from an accredited 4-year college or be a registered nurse with less than a 4-year degree and 1 year of full-time experience with children in a group setting; or	None					
	36 hours of coursework at least 30 of which shall be in business management, child or youth development, early childhood education or a closely related field or a TN Early Childhood Administrator Credential; and 2 years of full-time experience with children in a group setting; or						
	High School diploma (or equivalent as recognized by state law) and Tennessee Early Childhood Training Alliance Certificate for 30 clock hours of Administrator Orientation training or the equivalent as recognized by the Department and 4 years of full-time experience with children in a group						
Texas	A bachelor degree with 12 college credit hours in child development and six college credit hours in management and at least one year of experience in a licensed child-care center;	High school diploma/GED					
	An associate of applied science degree in child development or a closely related field with six college credit hours in child development and six college credit hours in management. A "closely related field" is any educational instruction pertaining to the growth, development, physical or mental care, or education of children ages birth through 13 years and at least two years of experience in a licensed child- care center;						
	Sixty college credit hours with nine college credit hours in child development and six college credit hours in management and at least two years of experience in a licensed child- care center;						
	A child-care administrator's certificate from a community college with at least 15 college credit hours in child development and three college credit hours in management and at least two years of experience in a licensed child- care center;						
	Six college credit hours in management with a Child Development Associate credential or Certified Child-Care Professional credential and at least two years of experience in a licensed child- care center;						
	A day-care administrator's credential issued by a professional organization or educational institution and approved by Licensing based on criteria specified in Subchapter P of Chapter 745 of this title, (relating to Day- Care Administrator's Credential Program) and at least two years of experience in a licensed child- care center;						
	Nine college credit hours in child development and nine college credit hours in management and at least three years of experience in a licensed child- care center.						
Utah	any bachelor's or higher education degree, and at least 60 clock hours of coursework in child development, social and emotional development, and the child care environment, or 60 clock hours of equivalent training as approved by the department;						
	at least 12 college credit hours of child development courses						
	a currently valid national certification including a Certified Childcare Professional issued by the National Child Care Association, a Child Development Associate issued by the Council for Early Childhood Professional Recognition, or other equivalent credential as approved by the department;						
	at least an associate degree in early childhood development or related field; or a National Administrator Credential and at least 60 clock hours of course work in child development, social and emotional development, and the child care environment; or 60 clock hours of equivalent training as approved by the department.						
Vermont	At least a Vermont Early Childhood Career Ladder Level Three (3) Certificate;	At least a Vermont Early Childhood Career Ladder Level Four (4) A or B Certificate;					
	At least an associate degree from an accredited college with a major or concentration in Early Childhood, Child or Human Development, Elementary Education, or Child and Family Services and at least twelve (12) months experience working with groups of children from grade three (3) or younger;	At least a bachelor degree from an accredited college with a major or concentration in Early Childhood, Child or Human Development, Elementary Education, Special Education with a birth to eight (8) years of age focus, or Child and Family Services and at least twelve (12) months experience working with groups of children from grade three (3) or younger					
	At least a Certificate of Completion from the Registered Child Care Apprenticeship Program;	a bachelor degree from an accredited college with at least successful completion of thirty (30) college credits with an early childhood or school age focus and at least twelve (12) months experience working with groups of children from grade three (3) or younger					
	At least a Child Care Certificate from the Community College of Vermont and at least twelve (12) months experience working with groups of children from grade three (3) or younger	a current Vermont Agency of Education teaching license with an endorsement in Early Childhood, Early Childhood Special Education, or Elementary Education.					
	At least successful completion of twenty-one (21) college credits with an early childhood or school age focus and at least twelve (12) months experience working with groups of children from grade three (3) or younger.						
Virginia							

	ECE state cert. Have two years of experience as a teacher of children in any age group enrolled in the early learning program and at least six months of experience in administration or management or a department approved plan. If a center director does not meet the minimum qualification requirements, the center early learning program must employ an assistant director or program supervisor who meets the minimum qualifications of these positions					
Washington						
West Virginia		West Virginia Training Certificate in Early Care and Education				
Type I Center	A CDA credential and 300 hours of relevant work experience	A CDA credential and 300 hours of relevant work experience				
	12 college credits in an early care and education field and 300 hours of relevant work experience	12 college credits in an early care and education field and 300 hours of relevant work experience				
	10 years of relevant work experience.	A total of two years of relevant work experience.				
Type II center	A registered Apprenticeship Certificate for Child Development Specialist					
	Passed 28 college credits, with at least nine credit hours in early childhood development					
	15 years of relevant work experience					
Type III center	associate degree					
	A bachelor's or associate degree in a related field with 12 credit hours in early childhood development or early childhood education and 90 practicum contact hours					
	A bachelor's degree in a related field and a total of two years of relevant work experience					
	A degree in a business, management, or administration field with 12 credit hours in early childhood development or early childhood education and 300 hours of work experience with young children					
Wisconsin	Have at least 240 hours of experience as a teacher or assistant teacher in a group child care center and Four credits in early childhood education. Within one year of assuming the position, one course in the Registry Administrator Credential or its equivalent	Four credits in early childhood education				
	Have at least 240 hours of experience as a teacher or assistant teacher in a group child care center and The Registry Program Development Credential Within one year of assuming the position, one course in the Registry Administrator Credential or its equivalent	Two non-credit department-approved courses in early childhood education.				
	Have at least 240 hours of experience as a teacher or assistant teacher in a group child care center and The Registry Preschool Credential Within one year of assuming the position, one course in the Registry Administrator Credential or its equivalent	Two credits in early childhood education and one noncredit department-approved course in early childhood education				
	Have at least 240 hours of experience as a teacher or assistant teacher in a group child care center and The Registry Infant Toddler Credential Within one year of assuming the position, one course in the Registry Administrator Credential	A certificate from the Wisconsin Registry indicating that the person is qualified as a child care teacher				
	Have at least 240 hours of experience as a teacher or assistant teacher in a group child care center and Two non-credit department-approved courses in early childhood education. Within one year of assuming the position, one course in the Registry Administrator Credential or its equivalent	The Registry Preschool Credential.				
	Have at least 240 hours of experience as a teacher or assistant teacher in a group child care center and One noncredit department-approved course and 2 credits in early childhood education. Within one year of assuming the position, one course in the Registry Administrator Credential or its equivalent	The Registry Infant Toddler Credential.				
	Have at least 240 hours of experience as a teacher or assistant teacher in a group child care center and Forty-eight credits from an accredited institution of higher education with at least 3 credits in early childhood education Within one year of assuming the position, one course in the Wisconsin Child Care Registry Administrator Credential or its equivalent	Forty-eight credits from an institution of higher education with at least 3 credits in early childhood education or its equivalent.				
	Have at least 240 hours of experience as a teacher or assistant teacher in a group child care center and A Child Development Associate (CDA) credential issued by the Council for Professional Recognition Within one year of assuming the position, one course in the Registry Administrator Credential or its equivalent	A one-year child care diploma in child care or early childhood education from an institution of higher education				
	Have at least 240 hours of experience as a teacher or assistant teacher in a group child care center and A certificate from the Wisconsin Registry indicating the person is preliminarily qualified as a director for a center licensed to care for 50 or fewer children Within one year of assuming the position, one course in the Registry Administrator Credential or its equivalent	An associate degree in early childhood education or child care from an institution of higher education				
	Have at least 240 hours of experience as a teacher or assistant teacher in a group child care center and A one-year diploma in child care or early childhood education from an accredited institution of higher education No additional training required	A Child Development Associate credential issued by the Council for Professional Recognition				
	Have at least 240 hours of experience as a teacher or assistant teacher in a group child care center and An associate degree in early childhood education or child care from an accredited institution of higher education No additional training required	A license issued by the Wisconsin department of public instruction or the appropriate authority in another state to be a pre-kindergarten, kindergarten, or early childhood regular or special education teacher				
	Have at least 240 hours of experience as a teacher or assistant teacher in a group child care center and A bachelor's degree from an accredited institution of higher education in early childhood education, education, or child development No additional training required	A certificate from the department of workforce development, bureau of apprenticeship standards, as a child development specialist.				
	Have at least 240 hours of experience as a teacher or assistant teacher in a group child care center and A license issued by the Wisconsin department of public instruction or the appropriate authority in another state indicating that the person is qualified to act as a pre-kindergarten, kindergarten, or early childhood regular or special education teacher. The license may not be a one-year license with stipulations (formerly known as an emergency license); a 3-year, short-term substitute license; or a 5-year long-term substitute license, as defined by the Wisconsin department of public instruction.					
Wyoming	Have a combination of education and experience equivalent to two (2) years in the areas of early childhood management or early childhood education, child development, nursing or other related field;					
	professional credential from an organization recognized by the Department;					