

S. 0119 Education Requirements vs CDD Regulations for Childcare Centers

Application for Preliminary Sunrise Review Assessment (p. 38), "The nearly 28% of current early childhood educators who we anticipate would not qualify for a license includes many experienced practitioners."

ECE I: Support Staff

S. 0119 Proposed:

- Completed an approved **certificate** or credential program in early childhood education.

Current CDD Regulation:

A teacher assistant is at least eighteen (18) years of age, is a high school graduate or has completed a GED, and meets one (1) of the following qualifications:

- At least a Vermont Early Childhood Career Ladder Level One (1) or Two (2) **Certificate**; or
- At least a current CDA (Child Development Associate) and at least twelve (12) months experience working with groups of children from grade three (3) or younger; or
- At least a State Board of Education approved Human Services Program Certificate that emphasizes child development or early childhood education and at least twelve (12) months experience working with groups of children from grade three (3) or younger; or
- At least successful completion of the Fundamentals for Early Childhood Professionals' course or the Vermont Afterschool Essentials Certificate and at least twelve (12) months experience working with groups of children from grade three (3) or younger; or
- At least successful completion of a three (3) college credit course in child or human development or a three (3) college credit course for school age care and education and at least twelve (12) months experience working with groups of children from grade three (3) or younger.

**Includes current CDD qualifications for Family Child Care Homes.*

ECE II: Lead Teacher

S. 0119 Proposed:

- Completed an approved **associate's degree** program in early childhood education.

Current CDD Regulation:

A teacher associate is at least twenty (20) years of age, is a high school graduate or has completed a GED, and meets one (1) of the following qualifications:

- At least a Vermont Early Childhood Career Ladder Level Three (3) Certificate; or
- 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; or
- At least a Certificate of Completion from the Registered Child Care Apprenticeship Program; or
- 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; or
- 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.

**Includes current CDD qualifications for director serving no more than 12 children.*

ECE III: Lead Teacher

S. 0119 Proposed:

- Completed an approved **bachelor's degree** program in early childhood.

Current CDD Regulation:

A teacher is at least twenty (20) years of age and meets one of the following qualifications:

- At least a Vermont Early Childhood Career Ladder Level Four (4) A or B Certificate; or
- 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; or
- At least 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; or
- Hold at least a current Vermont Agency of Education teaching license with an endorsement in Early Childhood, Early Childhood Special Education, or Elementary Education.

Comment

S. 0119 proposes narrow qualification pathways which alienate 28% of the workforce, according to the Sunrise Review Assessment (p. 46). The requirements do not align with core statements by supporters, such as NAEYC, VTAEYC.

“We need policies that exempt some current educators (also known as ‘grandfathering’ policies) as well as policies that offer flexible approaches to demonstrate competence.” – Unifying Framework for the Early Childhood Education Profession (p. 6)

Statutory Test:

The difference between the proposed education requirements vs current regulations enforced by the Child Development Division (CDD) does not “endanger the health, safety, or welfare of the public” under the 26 V.S.A. § 3105 criteria for professional licensure.

Recommendation:

The Senate Committee on Government Operations should strike out *responsibilities as determined by license type* §6202(b) and *qualifications* under §6221 from S. 0119.