

GENERAL STAFF QUALIFICATIONS – EARLY LEARNING PROVIDERS

Use this as a summary document for staff qualifications. For complete staff qualification requirements, please see [WAC 110-300-0100](#) for licensed center and family home providers as well as [ECEAP Performance Standards](#) for ECEAP sites. For more information about each role, visit the [Role Determination Chart](#).

Center-Based Programs <i>(Licensed Centers or School Districts)</i>	Minimum Age Allowed	Minimum Hiring Requirement	Education Requirement <i>(or Equivalent)</i>	Time Allowed From Date of Hire or Promotion
Center Director¹	18	10 ECE Credits (12 children or less) 25 ECE Credits (13-24 children) 45 ECE Credits (25 or more children)	State Certificate (47 credits)	5 years
Center Assistant Director	18	Same as Center Director	State Certificate (47 credits)	5 years
Center Program Supervisor	18	Same as Center Director	State Certificate (47 credits)	5 years
Center Lead Teacher – Serving ECEAP	18	AA or Higher Degree in ECE	AA or Higher Degree in ECE	Upon Hire ²
Center Lead Teacher	18	High School Diploma	Initial Certificate (12 credits)	5 years
			Short Certificate (20 credits)	2 years from completing Initial Certificate
Center Assistant Teacher – Serving ECEAP	18	ECE Initial Certificate	Initial Certificate (12 credits)	Upon Hire
Center Assistant Teacher	18	High School Diploma	Initial Certificate (12 credits)	5 years
Center Aide	14	High School Diploma or Enrolled	High School Diploma Or Enrolled	N/A
Center Volunteer	14	None Required	None	N/A
Center Other Staff <i>These roles do not care directly for children and are not in ratio</i>	N/A	None Required	N/A	N/A

¹ At least one person in these roles must meet these qualifications.

² 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.



GENERAL STAFF QUALIFICATIONS – EARLY LEARNING PROVIDERS

Family Homes	Minimum Age Allowed	Minimum Hiring Requirement	Education Requirement*	Time Allowed From Date of Hire or Promotion
Family Home Owner	18	High School Diploma	Initial Certificate (12 credits)	5 years
			Short Certificate (20 credits)	2 years from completing Initial Certificate
Family Home Lead Teacher – Serving ECEAP	18	AA or Higher Degree in ECE	AA or Higher Degree in ECE	Upon Hire ³
Family Home Lead Teacher	18	High School Diploma	Initial Certificate (12 credits)	5 years
Family Home Assistant Teacher – Serving ECEAP	18	ECE Initial Certificate	Initial Certificate (12 credits)	Upon Hire
Family Home Assistant Teacher	18	High School Diploma	Initial Certificate (12 credits)	5 years
Family Home Aide	14	High School Diploma or Enrolled	High School Diploma or Enrolled	N/A
Family Home Volunteer	14	None Required	None	N/A

³If 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.

