



Washington State Department of  
**CHILDREN, YOUTH & FAMILIES**

## PD Newsletter



### Welcome 2020!

This is a quarterly newsletter from the Department of Children, Youth & Families (DCYF) for Washington's early learning community.

The goal of the newsletter is to keep you informed about all of the great work pertaining to Professional Development.

***Here's to a new year of learning, growing and endless possibilities. Cheers!***



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## Education Information and Hiring Requirements

Below is an overview of the policy implementation updates and changes to Chapter 110-300 WAC related to the Professional Development, Training and Requirements category.

The following roles are not out of compliance as they work to meet the five-year education requirement. A licensing waiver is not required.



### Family home assistants and leads without a high school diploma

Family home lead and assistant teachers without a high school diploma should be working toward the full education requirement of WAC 110-300-0100 with completion by August 2024. A licensing waiver or affidavit is not required while meeting the education requirement is in progress and providers will not be out of licensing compliance.

### Center directors, assistant directors and program supervisors hired between Aug. 1, 2019, and Dec. 7, 2019

Center directors, assistant directors and program supervisors hired between August 1 and December 7, 2019, should be working toward the education requirement of WAC 110-300-0100 with completion by August 2024. Before Dec. 7, 2019, WAC 110-300 did not reflect the Governor's directive, meaning any center director, assistant director or program supervisor that falls within this window will not be out of compliance and a licensing waiver is not required.

### Staff with an AA, BA degree or higher that is not in ECE or a related field

Staff with an associate, bachelor's degree or higher will not be considered out of compliance with education requirements. DCYF is working to find a way to bridge the knowledge and experience from

the degree already earned, even if it is not an ECE degree. In time, this will be an alternative way to meet the education requirement. Providers will not be out of compliance with licensing requirements regarding WAC 110-300-0100 as DCYF works through this process. A licensing waiver is not required.

For additional information about how to meet education requirements or resources available, please contact the MERIT Support Team at [dcyf.merit@dcyf.wa.gov](mailto:dcyf.merit@dcyf.wa.gov).

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## Training Updates

### Strengthening Business Practices Training Coming in March



Running an early learning program without management training can be challenging, that's why DCYF is gearing up for the state-wide rollout of the *Strengthening Business Practices* training.

This training will focus on the business skills that early learning professionals need to know in order to keep their child care businesses growing and thriving.

The training will become available in March, so stay tuned!

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## Completing Child Care Basics

Child Care Basics (CCB) is the initial training to meet the health and safety requirements for educators working in licensed facilities.

If a provider's initial training requirement is already showing as met, they do not need to do anything else at this time.

There are multiple ways to complete Child Care Basics, including:

- **Child Care Basics Training**
- **ECED&107 Health, Safety & Nutrition**
- **ECED&100 Child Care Basics**
- **Early Childhood Education + DCYF online modules**
- **Head Start, ECEAP, School District Partnerships**



For more detail about these options, visit **Completing Child Care Basics (NEED LINK!)**.

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## Safe Sleep Training



Safe Sleep training is required annually for employees at facilities that are licensed for infants.

The change to [WAC 110-300-0106\(8\)](#) on Dec. 7, 2019, removes the requirement for toddler classrooms.

This training requirement can only be met through the completion of Safe Sleep on DCYF's [Training Portal](#).

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## Professional Development Opportunities

### Free Online Trainings in Nutrition and Physical Activity

The Washington State Department of Health and the University of Washington Center for Public Health Nutrition offer free online STARS training modules in nutrition, physical activity, breastfeeding and media use in early learning settings.

Trainings provide 1 or 1.5 hours of STARS credit in Health, Safety and Nutrition and can be found on the Department of Health's website [Nourished and Active in Early Learning](#).



NOURISHED & ACTIVE  
IN EARLY LEARNING

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### Winter Webinar Series

The webinar series focuses on new education and training requirements.

The series began in November. If you missed a webinar, find it on [DCYF's Newsletters and Webinars page](#).

#### January: How do I meet Staff Qualifications if I *don't have* any college?

- Tuesday, January 21 at 6 p.m.

- This webinar will help providers understand what they need to do to meet staff qualifications if they have no degree or college credits.
  - [Register here.](#)
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## **February: Putting It All Together. Professional Development, Training and Requirements.**

- Tuesday, February 18 at 6 p.m.
  - This webinar will provide an overview of all staff qualification requirements.
  - [Register here.](#)
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## **March: Plan Your Career on the Career Planning Portal**

- Tuesday, March 24 at 6 p.m.
  - This webinar will provide an overview of the Career Planning Portal. The Portal can help you plan your career, learn about career pathways in early childhood education and navigate education options.
  - [Register here.](#)
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For questions or if you'd like to request a future webinar topic, email [Marlene White.](#)

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## **Supporting the Early Learning Workforce through Education**

DCYF partners with the higher education community to design and provide various educational programs to support the early learning workforce.

To keep updated on these programs and other educational resources, visit [DCYF's Education and Scholarships](#) page.



## **Yakima in Full Swing of Learning**

[Yakima Valley College](#) celebrated its ECE student accomplishments as students received their Initial Certificate.



Students learned about child development and current trends that will help support families and children within their communities to become school-ready. Students also learned how to balance their business, life and school to become community leaders.

These certificate programs are offered in Spanish, allowing students to learn and complete the certificate in their native tongue – how cool!



*Pictured are both students from Yakima Valley College, Yakima campus as well as the Grandview campus.*

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## NAEYC's Featured Teacher: Margarita Barragan

Margarita Barragan was raised in Tieton, Washington. In high school, she wanted to join the nursing field and then become a pediatrician, but her life took a turn when she became a mom at 19.

She received an opportunity to work at a local Head Start when her baby was 4 months old, and she's still there 17 years later.



Margarita enjoys working with children and families and plans to pursue further education to enhance her efforts to help children be kindergarten-ready.

[Read Barragan's full story here.](#)

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## Who are the MERIT Gals?

During a recent webinar, a participant stated, **"Who are the MERIT gals? They're always so helpful!"** We think so too and we'd like you to meet them!

This small and mighty team of three are our team's front line support. Their primary focus is to assist all Washington State providers by providing helpful information around education, qualifications, requirements, etc.

On average, our amazing MERIT gals respond to about 800 emails and 300 voicemails on a weekly basis.



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### Erin

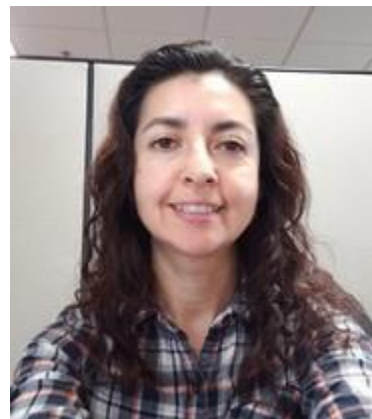
*I am the newest member of the MERIT support specialist team—and I am so excited to have joined this community. As a single mother of two small children, I feel deeply committed to supporting the early learning field who do so much to strengthen our community as a whole. My professional background is in writing studies, gender and sexuality and user-centered design. I am a published author and it is my personal mission to bring creative, empathetic thinking to all avenues of life"*

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### Monica

*I've been with DCYF since April 2019. My passion is my family as well as helping others.*

Monica brings her expertise in customer service and support with 20 years of experience working in retail, the higher education sector and the non-profit world.





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## Sandra

*I've been married 22 years to Oscar and we have two beautiful daughters, Alyssa and Angel. Both daughters are currently attending Eastern Washington University. I previously worked in the medical field for almost 10 years and public K-12 education field for another 9 years before coming on board with DEL, now DCYF, in 2018. I love being part of the MERIT Team and supporting our professionals in the field of early care and education!*

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## Need to Contact MERIT?

**Email:** [DCYF.MERIT@dcyf.wa.gov](mailto:DCYF.MERIT@dcyf.wa.gov)

**Phone:** 1-866-482-4325 (option 5)



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## Interested in Joining the Team? We're Hiring!



The Professional Development team supports early learning professionals and our mission is centered on the children, youth and families of Washington.

If you want to be part of a team that supports the educators that work on behalf of children and families in Washington State, these positions are for you!

[Professional Development and Workforce Registry Support Specialist: \\$2,844.00 - \\$3,682.00 Monthly](#)

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## Substitutes for Early Learning Providers



Did you know that as a family home provider with enrolled children receiving state subsidy, you have access to five days of substitute pool coverage each year?

To learn what you can use a substitute for, how to arrange coverage or to help us recruit more substitutes, read the latest [Substitute Pool Update for Family Child Care Providers](#).



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## Volunteering in an Early Learning Facility



DCYF recognizes that volunteers in early learning facilities are a valuable resource.

If early learning programs implement and support volunteers in their facilities, there are certain requirements that must be met.

To learn more about the rules pertaining to volunteers in early learning facilities [click here](#).

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## Trainer Advisory Board and Observation Pool Recruitment



### Trainer Advisory Board

The Trainer Advisory Board (TAB) is currently recruiting for the next session. The TAB advises DCYF on trainer and training quality assurance policies and practices. Members serve a two-year term and responsibilities include:

- Completing a minimum of two (2) observations of trainer applicants and current state-approved trainers per year
- Attending quarterly meetings
- Providing recommendations for trainer

support and relationship-based learning

TAB consists of professionals in higher education, community-based trainers, state agencies and community organizations. A priority for the board is that members represent our diverse communities through their language, culture and experience.

To learn more and apply to serve on the Trainer Advisory Board contact [training@dcyf.wa.gov](mailto:training@dcyf.wa.gov).

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## Trainer Observer Pool

*Are you passionate about increasing the quality of trainings for early childhood and school age providers?*

We are looking for diverse representatives with different backgrounds to mirror our diverse set of trainers around the state.

Trainer observers help DCYF support applicants who want to become trainers. They assist with a variety of tasks, some include:

- Observing trainings and ongoing monitoring of existing state-approved trainers.
- Ensuring trainings include high-quality content and delivery
- Connecting trainers to available professional development opportunities and resources

To learn more contact [training@dcyf.wa.gov](mailto:training@dcyf.wa.gov)



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## Messages from DCYF Secretary



DCYF Secretary Ross Hunter shares monthly messages to provide updates and news about the work of the agency. Read his latest messages below and [click here to subscribe](#).

- [January Newsletter](#)
- [December Newsletter](#)
- [November Newsletter](#)

If you have any questions or comments, please contact DCYF's [Office of Communications](#).

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## What Are You Up To?

Do you have exciting news or program updates pertaining to PD that you'd like to share? Send it our way and we'll feature it in the next PD Newsletter.

Send your information to [Marlene White](#).



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## How Are We Doing?



Please let us know how we're doing by taking this [brief survey](#).

If you have a question, suggestion or want to reach out, please email [Marlene White](#).