

Staff Qualifications and Training: School-Age Updates

Previous WAC 305	New WAC 301
110-301-0100 General staff qualifications	
Staff must have the understanding, ability, physical health, emotional stability and good judgment to meet the needs of the children in care.	Not Required
Program Director and Site Coordinator to be at least 21 years old.	Program Director and Site Director to be at least 18 years old.
Program Director and Site Coordinator to have two years' experience in management, supervision, or leadership.	Not Required
Program Director and Site Coordinator to have a high school diploma.	Not Required
Program Director and Site Coordinator to have college coursework in approved school-age credits.	Program Director and Site Director to have college coursework in any 100-level or above college coursework.
	Program director and site director to have completed 12 college credits in any 100-level or above coursework or equivalent prior to being hired or promoted, and complete an additional 33 college credits in any 100-level or above coursework or equivalent within five years of the time of hire or promotion.
Lead Teacher to have one year experience in School-Age care.	Not Required
	New position - Assistant Teacher
Program Assistant required to be at least 16 years old.	<ul style="list-style-type: none"> • Program Assistant position is now called Aide. <ul style="list-style-type: none"> ○ Aide to be at least 14 years old.
	<ul style="list-style-type: none"> • WAC 301 has a subsection for Other Personnel.
Volunteers be at least 16 years old.	Volunteers be at least 14 years old.
Does not differentiate volunteers.	References regular, ongoing volunteers and occasional volunteers.
WAC 110-301-0105 Preservice requirements	



<p>Program Director and Site Coordinator to complete department orientation within six months of employment or assuming the position.</p>	<p>Program Director and Site Director to complete or be registered in a department orientation prior to being in charge of a school-age program.</p>
<p>Current 110-305-1325 includes info about background check fees.</p>	<p>Updated 110-301 does not.</p>
<p>WAC 110-301-0106 Training requirements</p>	
<p>The Director, Site Coordinator, and Lead Teacher must complete the basic STARS training within three months of assuming the position.</p>	<p>Adds Assistant Teachers must complete the school-age basics training. (a) Prior to being granted a license; (b) Prior to working unsupervised with children; or (c) Within three months of the date this section becomes effective if already employed or being promoted to a new role.</p>
<p>If the Director, Site Coordinator, or Lead Teacher qualifies for an exemption to the STARS training requirement, he or she must request an exemption to the requirement within 10 days of assuming the position.</p>	<p>No language related to STARS (school age basics) exemption.</p>
<p>No language related to some of the CCDF required training.</p>	<ul style="list-style-type: none"> • School-age providers must complete the emergency preparedness training as approved or offered by the department according to subsection (1) of this section. • School-age providers must complete the serving children experiencing homelessness training as approved or offered by the department according to subsection (1) of this section. • Program directors, site directors, and lead teachers must complete the medication management and administration training as approved or offered by the department prior to giving medication to an enrolled child, or as indicated in subsection (1) of this section.
<p>Each staff person must complete a one-time training approved by Department of Health under chapter 70.24 RCW on the prevention and transmission of HIV/AIDS (human immunodeficiency virus/acquired immunodeficiency syndrome). (2) The licensee must have a written bloodborne pathogens exposure control plan that includes: (a) A list of the staff and volunteers providing child care who may be exposed to bloodborne pathogens; and (b) Procedures for cleaning up bodily fluid spills (blood, feces, nasal or eye discharge, saliva, urine, or vomit), including the use of gloves, proper cleaning and disinfecting of contaminated items, disposal of waste materials, and handwashing. (3) Staff must be trained in the bloodborne pathogens exposure control plan annually and the licensee must document this training in individual personnel files.</p>	<p>School-age providers who directly care for children must complete the prevention of exposure to blood and body fluids training that meets Washington State Department of Labor and Industries' requirements prior to being granted a license or working with children. This training must be repeated pursuant to Washington State Department of Labor and Industries regulations.</p>

<p>Each staff person must have a current first-aid and cardiopulmonary resuscitation (CPR) certification as established by the expiration date of the document.</p>	<p>Program Directors, Site Directors, Lead Teachers, Assistant Teachers and any other school-age providers counted in staff-to-child ratio, or who could potentially be counted in ratio, must be trained in first-aid and cardiopulmonary resuscitation (CPR).</p>
<p>110-301-0107 In-service training</p>	
<p>Did not include assistant teachers or the language “after twelve months of cumulative employment.”</p>	<p>Program Directors, Site Directors, Lead Teachers, and Assistant Teachers must complete 10 hours of annual in-service training after 12 months of cumulative employment.</p>
<p>The Program Director and on-site coordinator must take five hours of training each year in program management and administration for the first two years in these positions.</p>	<p>(a) Every thirty-six months, program directors and site directors must complete a minimum of ten hours of in-service training on "leadership practices."</p>