

**REPORT OF THE
CHILD DAY CARE COUNCIL**

**Impact of Proposed Revisions to
the Minimum Standards for
Licensed Child Day-Care Centers
in Virginia**

**TO THE GOVERNOR AND
THE GENERAL ASSEMBLY OF VIRGINIA**



HOUSE DOCUMENT NO. 36

**COMMONWEALTH OF VIRGINIA
RICHMOND
2005**



COMMONWEALTH OF VIRGINIA
Child Day-Care Council

January 12, 2005

TO: The Honorable Mark R. Warner

and

The General Assembly of Virginia

Report Mandate

This report is submitted pursuant to House Resolution 18 (HR 18), passed by the House of Delegates during the 2004 General Assembly. House Resolution 18 requires the Child Day-Care Council (Council) to review the impact of proposed revisions to the Minimum Standards for Licensed Child Day Centers (22 VAC 15-30) on providers and families. The resolution requests that implementation of revised standards pertaining to staff-to-child ratios, educational requirements, square footage and group size be delayed until July 1, 2005. Further, HR 18 requires the Council to report on progress in meeting the request of the resolution, no later than the first day of the 2005 Regular Session of the General Assembly. A copy of HR 18 is included as Attachment A.

Review of Impact by Council

The Council carefully considered the impact of proposed changes to 22 VAC 15-30 in three separate arenas: prior to the Notice of Intended Regulatory Action, following the 60-day public comment period, and in response to legislative action. The Council's efforts to assess the impact of the changes are addressed below.

In October 2000, the Council sent a survey on the child care center regulation to approximately 2,600 child day center operators and licensing staff concerned with these programs. Three hundred and seventy-one surveys were returned representing 440 licensed centers and licensing staff. The survey was conducted to prepare for the required periodic review due in 2001. Indications that the regulation should be revised were based on comments from the survey, comments received during the periodic review public comment period, and comments received during the 30-day public comment period for the Notice of Intended Regulatory Action. Revisions were also based on comments the Council received on the regulation since its last effective date, feedback from issues encountered during technical assistance, new developments in research, and feedback from regional licensing staff. The

Council adopted a final regulation in May 2004, and in doing so, made changes to some provisions from the proposed regulation to the final. The final regulation is currently pending with the Governor.

When the proposed child care regulation was published for public comment, over 3,000 comments were received and reviewed. In addition, the Council held public comment periods during meetings, all of which were heavily attended. In adopting the final regulation, Council members spent many hours considering the public comment, applicable research and current practice. Their deliberations focused most intensely on the proposed changes to staff-to-child ratios, educational requirements, square footage and group size, and the impact of these changes on providers, parents and children. The information in Attachment B represents a culmination of the Council's review, as it considered the impact of proposed changes. For each key proposed change, the Council considered a comparison of Virginia to other states, current research, impact analyses, public comments, recommendations, and options.

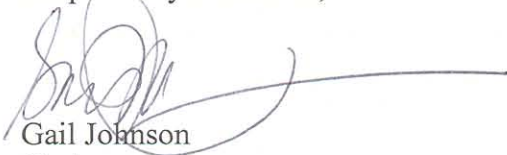
In addition to the Council's review of the proposed regulation, the Joint Legislative Audit and Review Commission (JLARC) was directed by the 2004 General Assembly to study and report on the impact of changes to the regulation on parents, providers and children. Staff from JLARC reported their findings to the Commission on September 13, 2004. The JLARC report, "Special Report: Impact of Proposed Child Day Care Regulations in Virginia (September 2004)" is available at <http://jlarc.state.va.us/Meetings/September04/DayCare.pdf>.

Implementation Schedule

The resolution requests that implementation of revised standards pertaining to staff-to-child ratios, educational requirements, square footage and group size be delayed until July 1, 2005. In voting on a final regulation in May 2004, the Council adopted a gradual implementation schedule for most of these provisions, in response to public comments. In the final regulation, the Council voted to strike proposed standards for maximum group size, keeping group size unregulated. Attachment C provides the implementation schedule for the remaining relevant provisions.

The Child Day Care Council took action on this report on November 18, 2004.

Respectfully submitted,



Gail Johnson
Chairman

c: Maurice A. Jones, Commissioner

Attachment A

House Resolution No. 18

2004 General Assembly

House Resolution No. 18

Requesting the Child Day-Care Council to review the impact of proposed revisions to the Minimum Standards for Licensed Child Day Centers on providers and families, and to defer the implementation of the provisions of such revised regulations pertaining to staff-to-child ratios, educational requirements, square footage, and group size until July 1, 2005. Report.

Agreed to by the House of Delegates, March 11, 2004

WHEREAS, child-care services in Virginia represent a vital part of the human services spectrum; and

WHEREAS, the regulation of child-care services is important to the health and safety of children enrolled in such programs; and

WHEREAS, the Department of Social Services noted in its report, A Study of the Quality Affordability and Accessibility of Child Care in the Commonwealth of Virginia, Senate Document 4 (2000), that 95 percent of parents are satisfied with the quality of child-care services, and that Virginia enjoys low staff turnover and a stable workforce in child care; and

WHEREAS, the Department's report stated, "This study finds no discernible failure in the market for child-care services in Virginia. The market for child-care services in Virginia appears to be highly competitive with producers showing considerable sensitivity to consumer (parent's) preferences. The market for child-care services in Virginia functions efficiently for households with children age six and under"; and

WHEREAS, the reported findings clearly do not lend support for wide-scale policy initiatives for the child-care market in Virginia; and

WHEREAS, the Child Day-Care Council has proposed regulations that may reduce capacity in licensed child care settings statewide and significantly raise the cost to parents; and

WHEREAS, the Child Day-Care Council's proposed regulation, 22 VAC 15-30-230, establishes the requirements for the child development credential and those requirements are clearly the accreditation standards of one national professional child care organization; and

WHEREAS, the Child Day-Care Council's proposed regulation, 22 VAC 15-30-230, appears to be in conflict with § 63.2-1734 of the Code of Virginia, which stipulates that "such regulations shall not require the adoption of a specific teaching approach or doctrine or require the membership, affiliation or accreditation services of any single private accreditation or certification agency"; now, therefore, be it

RESOLVED by the House of Delegates, That the Child Day-Care Council be requested to review the impact of proposed revisions to the Minimum Standards for Licensed Child Day Centers on providers and families, and to defer the implementation of the provisions of such


revised regulations pertaining to staff-to-child ratios, educational requirements, square footage, and group size until July 1, 2005.

The Child Day-Care Council shall submit to the Division of Legislative Automated Systems an executive summary and report of its progress in meeting the requests of this resolution no later than the first day of the 2005 Regular Session of the General Assembly. The executive summary and report shall be submitted as provided in the procedures of the Division of Legislative Automated Systems for the processing of legislative documents and reports and shall be posted on the General Assembly's website.

Attachment B

Proposed Child Care Regulation - Weighing the Options

Proposed CDC Standards



Weighing the

Options

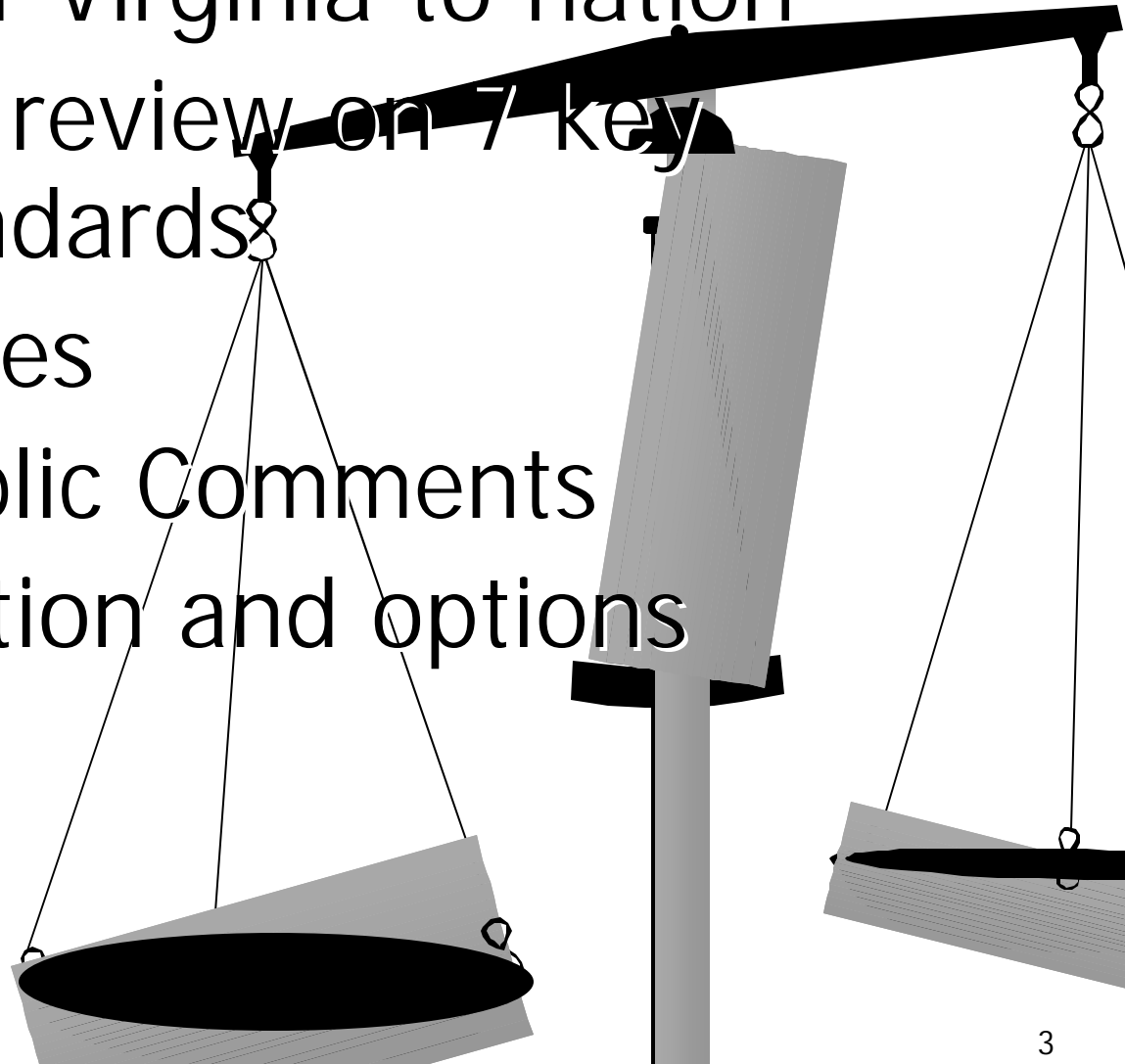
For whom are we doing this?



The Children!

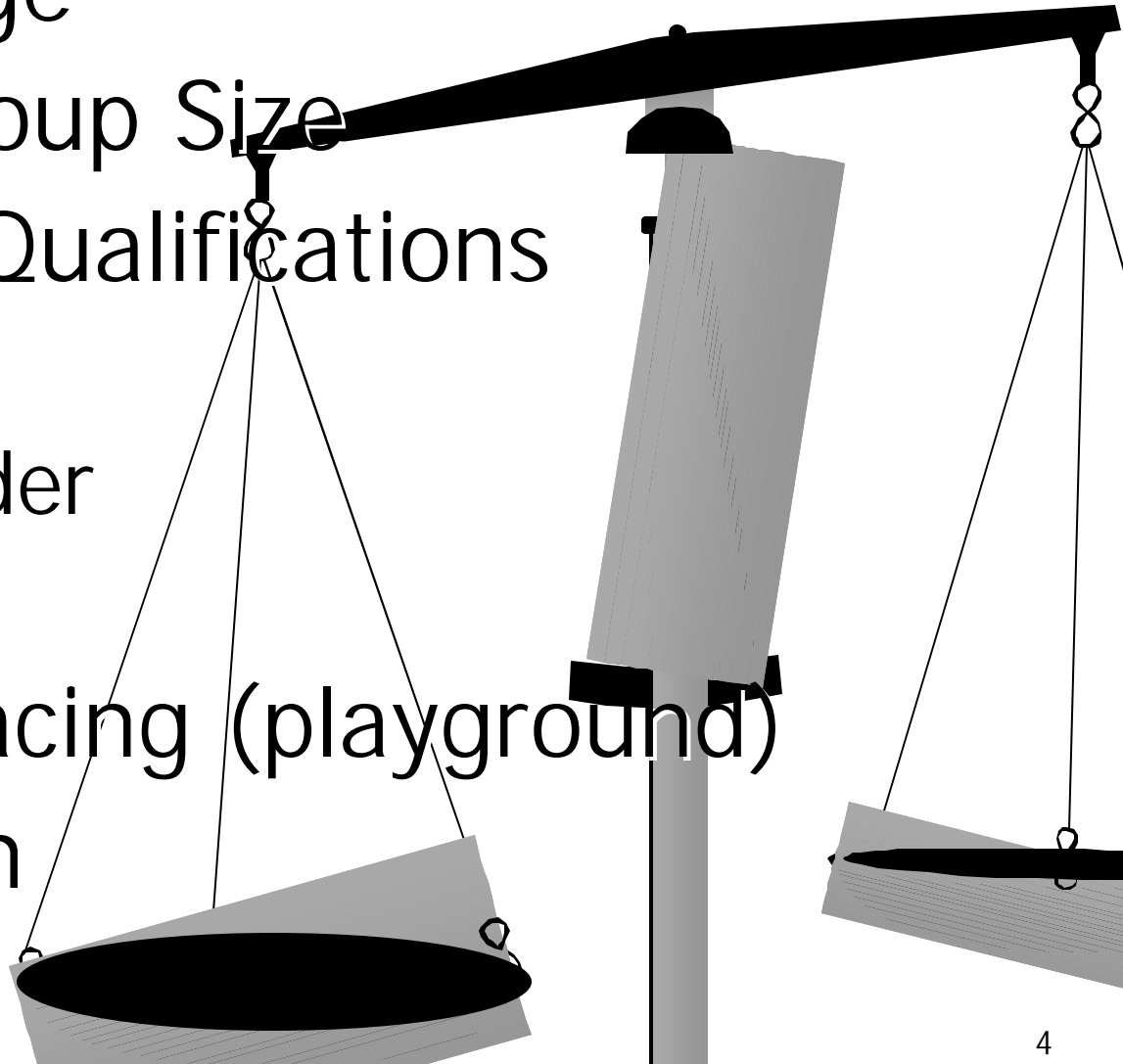
Presentation Overview

- Comparison of Virginia to nation
- Research and review on 7 key proposed standards
- Impact analyses
- Review of Public Comments
- Recommendation and options



Standards Being Addressed

- Square Footage
- Ratios and Group Size
- Training and Qualifications
 - Staff
 - Program Leader
 - Director
- Resilient Surfacing (playground)
- Transportation



How does Virginia compare?

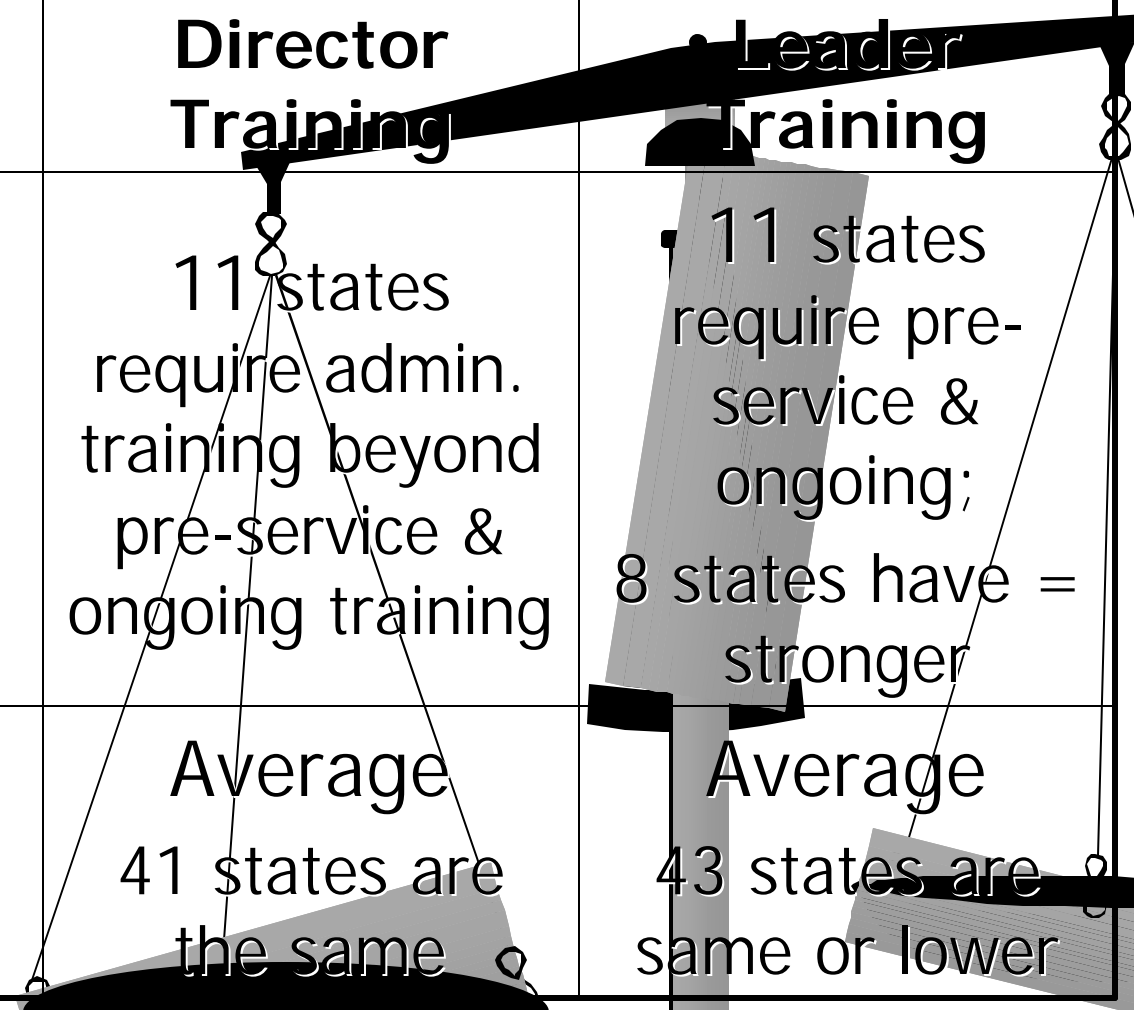
State and National Standards			
	Square Footage	Playground	Transportation
Other states	43 states & D.C. already have 35 square feet per child	No national data available	No national data available; All Head Starts require
Virginia's Current Standards	Bottom 8	Below CPSC	Do not provide for additional supervision @ = 16 children

How does Virginia compare?

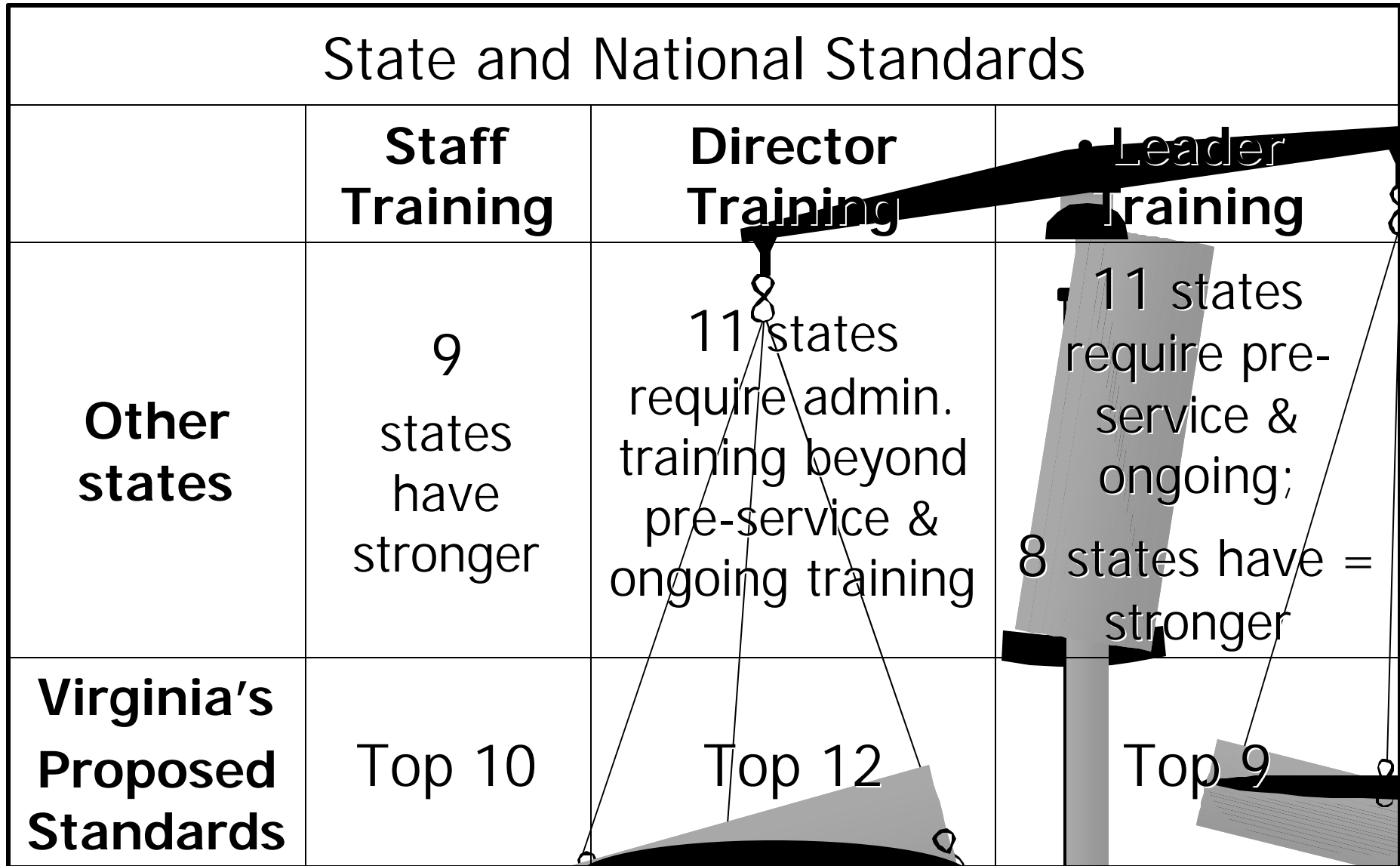
State and National Standards			
	Square Footage	Playground	Transportation
Other states	43 states & D.C. already have	No national data available	No national data available; All Head Starts require
Virginia's Proposed Standards	Average Join other 43 states & D.C.	Meet CPSC	Provide for additional supervision @ 16 children

How does Virginia compare?

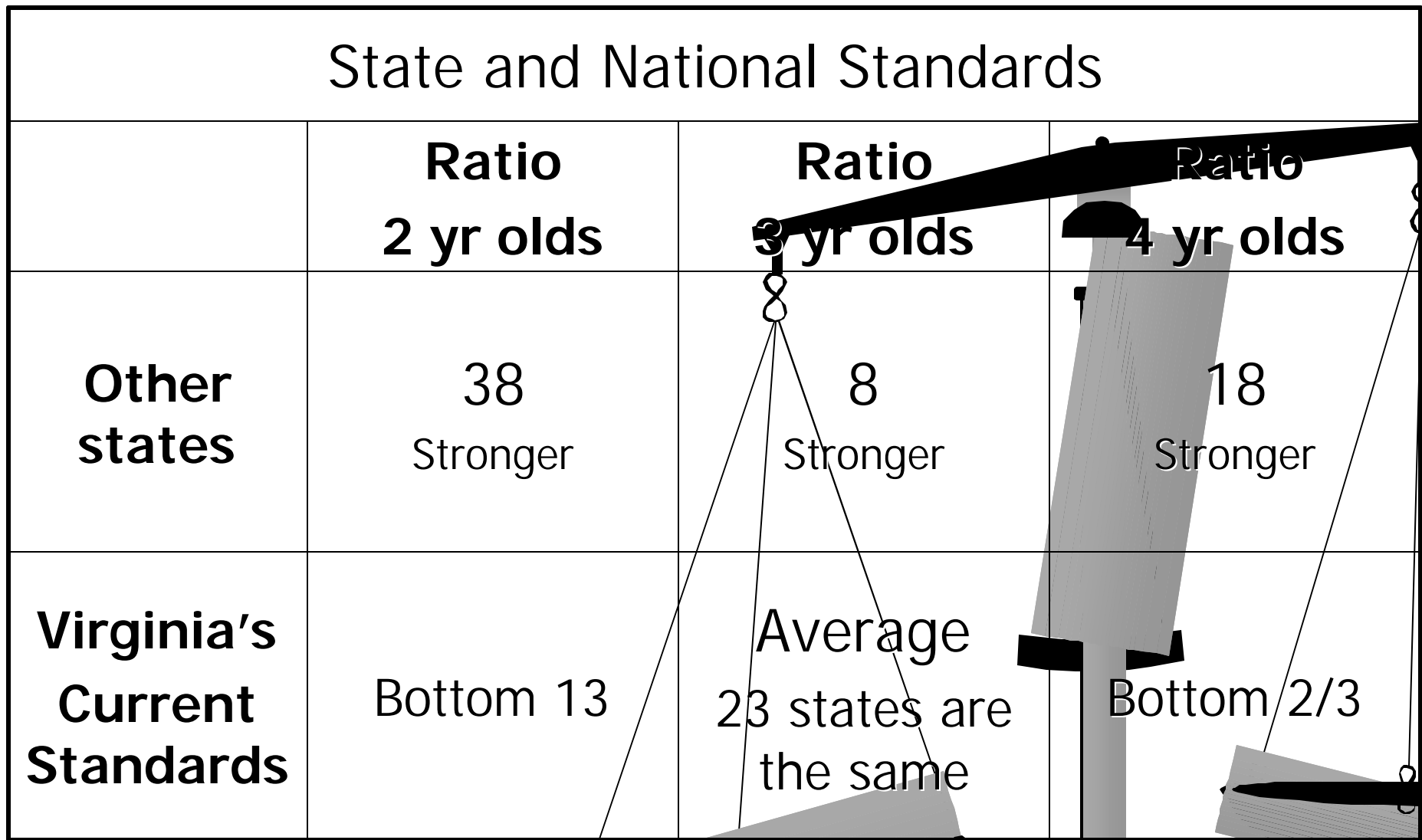
State and National Standards			
	Staff Training	Director Training	Leader Training
Other states	35 states have stronger	11 states require admin. training beyond pre-service & ongoing training	11 states require pre-service & ongoing; 8 states have = stronger
Virginia's Current Standards	Bottom 15	Average 41 states are the same or lower	Average 43 states are the same or lower



How does Virginia compare?

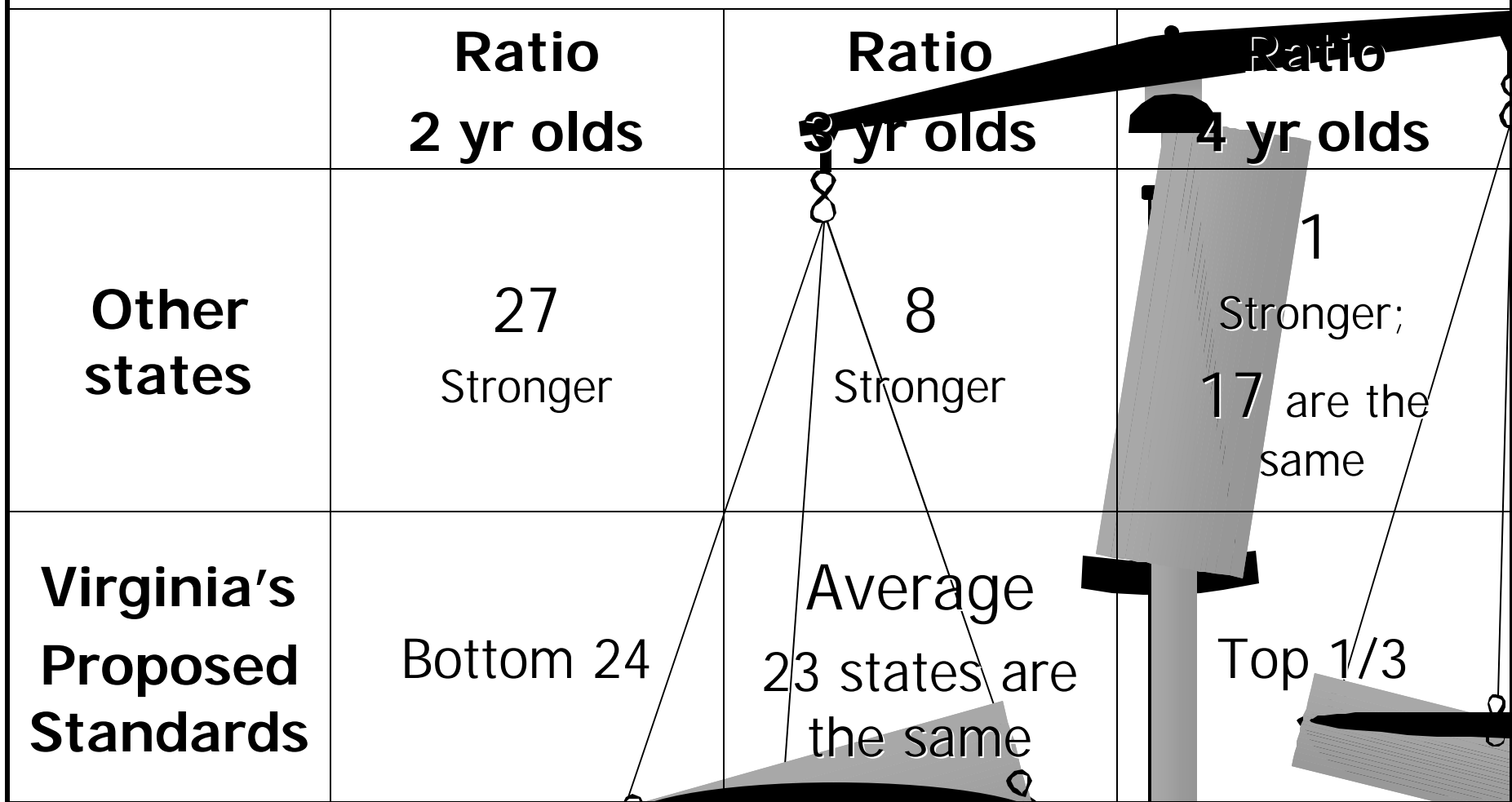


How does Virginia compare?



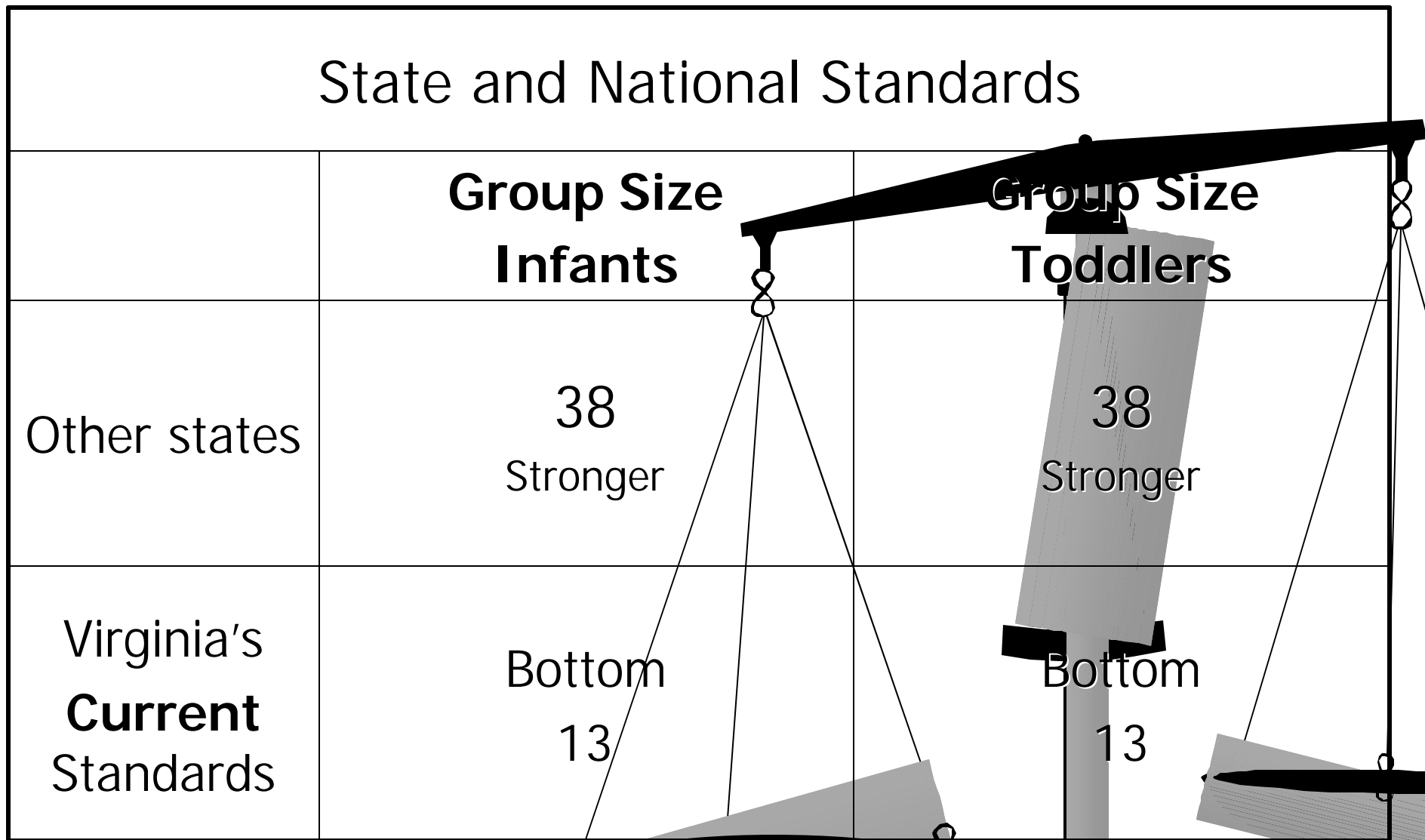
How does Virginia compare?

State and National Standards



National Child Care Information Center, 2003

How does Virginia compare?



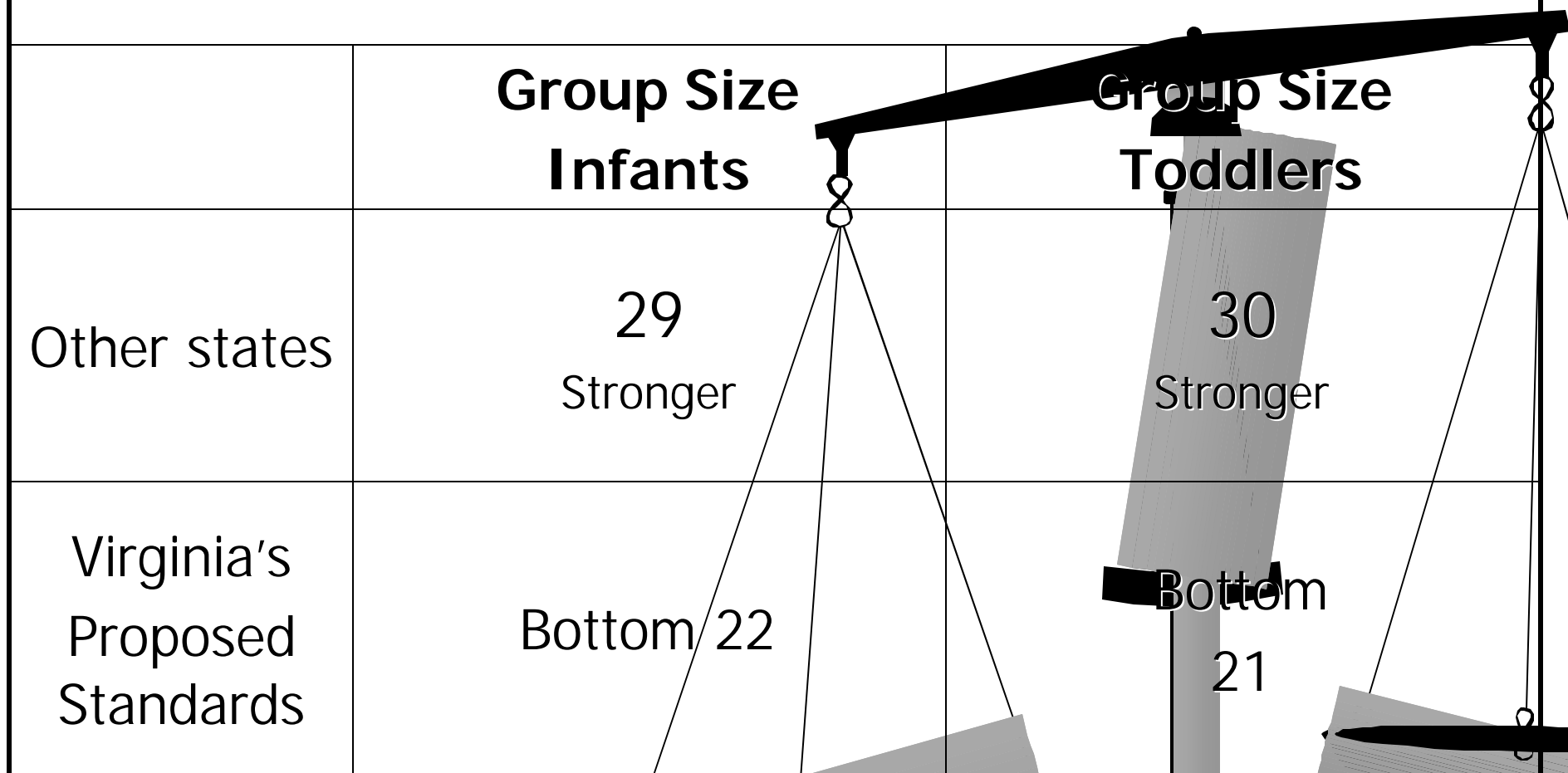
How does Virginia compare?

State and National Standards

	Group Size 2 yr olds	Group Size 3 yr olds	Group Size 4 yr olds
Other states	38 Stronger	38 Stronger	38 Stronger
Virginia's Current Standards	Bottom 13	Bottom 13	Bottom 13

How does Virginia compare?

State and National Standards



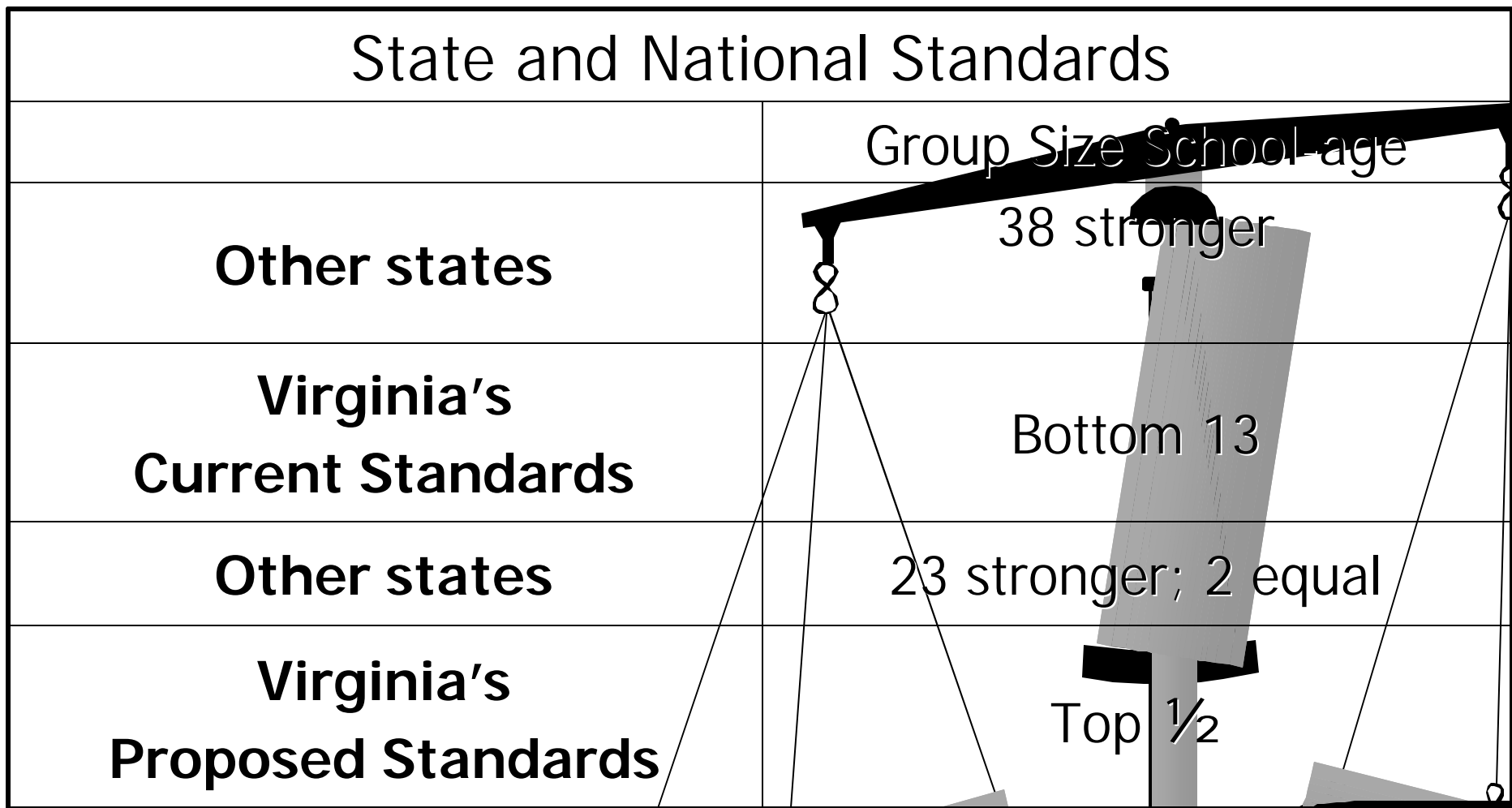
National Child Care Information Center, 2003

How does Virginia compare?

State and National Standards

	Group Size 2 yr olds	Group Size 3 yr olds	Group Size 4 yr olds
Other states	24 Stronger	8 Stronger	1 Stronger
Virginia's Proposed Standards	Bottom 2/3	Average (29 weaker)	Above Average (33 weaker)

How does Virginia compare?



Proposed Changes to Standards

Age	Staff-to-child ratios		Group Size
	Current	Proposed	Proposed
0 to 16 mo.	1:4	Same	12
16 to 24 mo.	1:5	Same	15
2 yrs	1:10	1:8	16
3 yrs	1:10	Same	20
4 – 5 yrs	1:12	1:10	20
School-age	1:20	1:18	36
3-6 in BMAG	1:15	1:14	27
Effective Date		Immediate	2 Yrs

Research in review



Research in Review

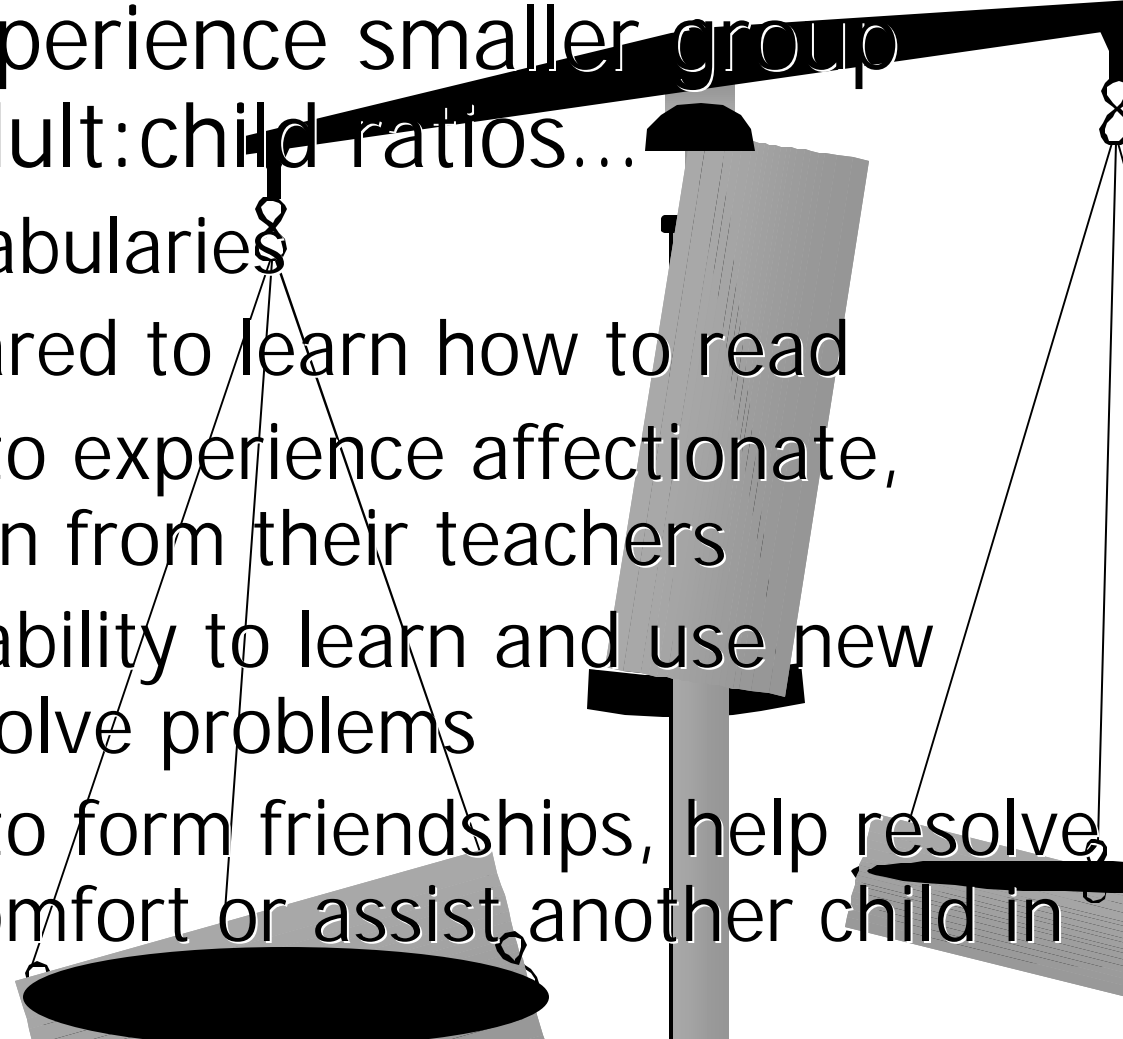
Activity space for children

- Adequate space in child care settings
 - ✓ Reduces children's physiological stress reactions
 - Immune system, resistance to illness
 - ✓ Benefits children's social & behavioral development
 - Reduces confusion, disorder, & discipline problems in classroom
 - ✓ Reduces noise in the classroom
 - Provides privacy, prevents irritation & discomfort
 - ✓ Increases participation, cooperation, & constructive behavior

* National Health & Safety Standards recommend = 35 SF per child

Research in Review

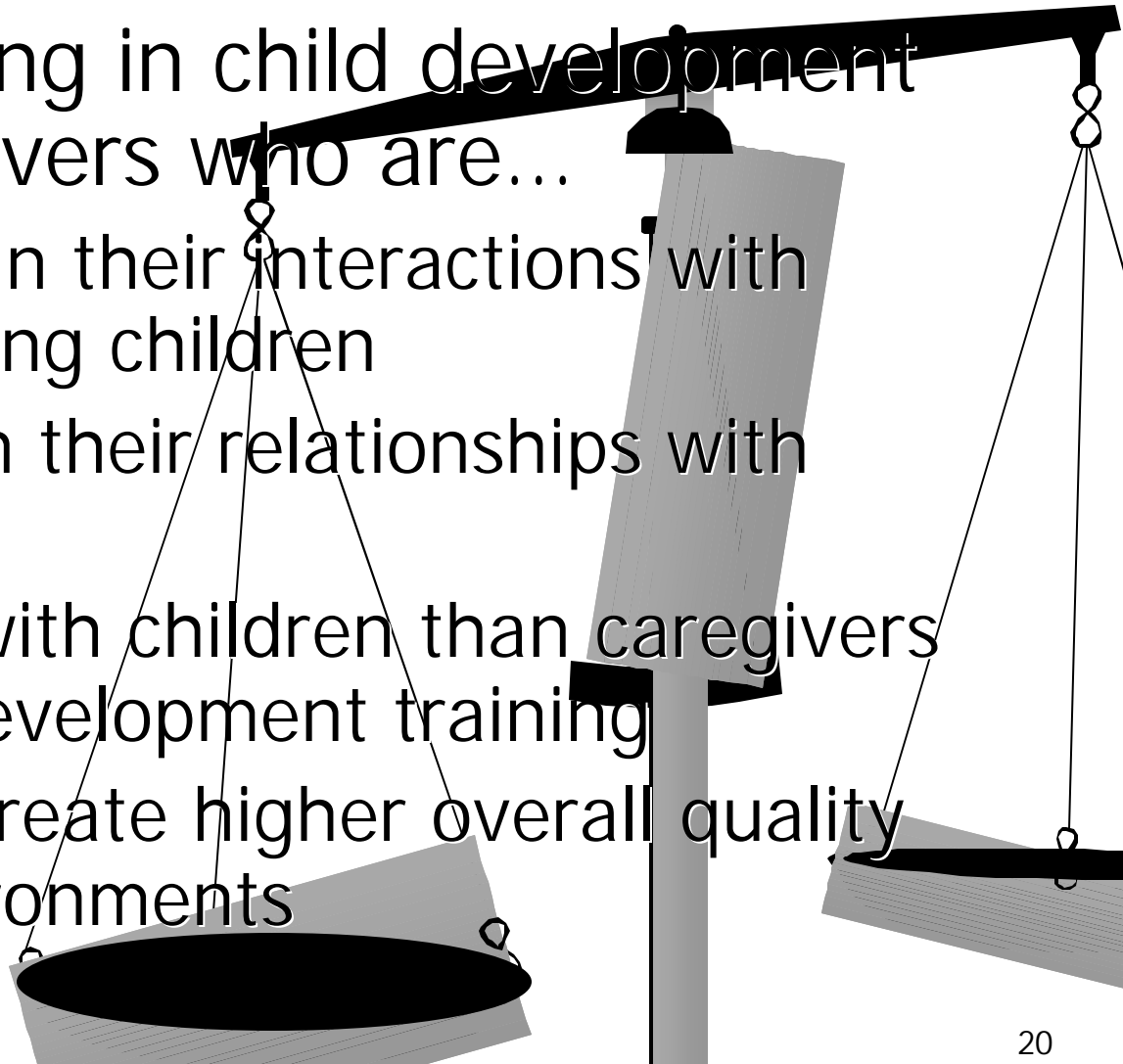
Staff-to-child ratios and group sizes

- Children who experience smaller group sizes and low adult:child ratios...
 - ✓ have larger vocabularies
 - ✓ are better prepared to learn how to read
 - ✓ are more likely to experience affectionate, positive attention from their teachers
 - ✓ have a greater ability to learn and use new information to solve problems
 - ✓ are better able to form friendships, help resolve conflicts, and comfort or assist another child in difficulty
- 

Research in Review

Staff qualifications and training

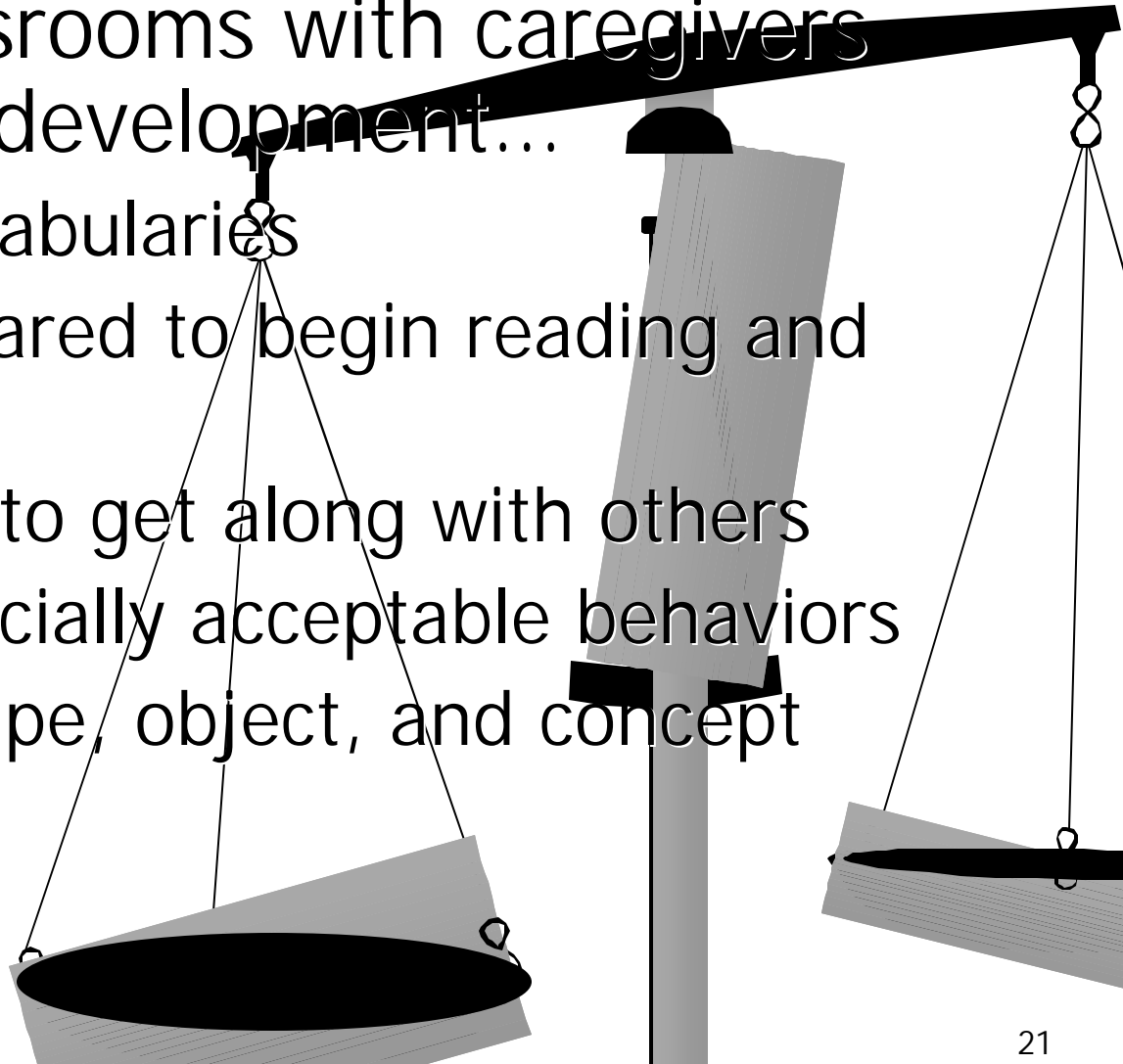
- Enhanced training in child development results in caregivers who are...
 - ✓ more sensitive in their interactions with infants and young children
 - ✓ more positive in their relationships with children
 - ✓ less detached with children than caregivers without child development training
 - ✓ better able to create higher overall quality classroom environments



Research in Review

Staff qualifications and training (continued)

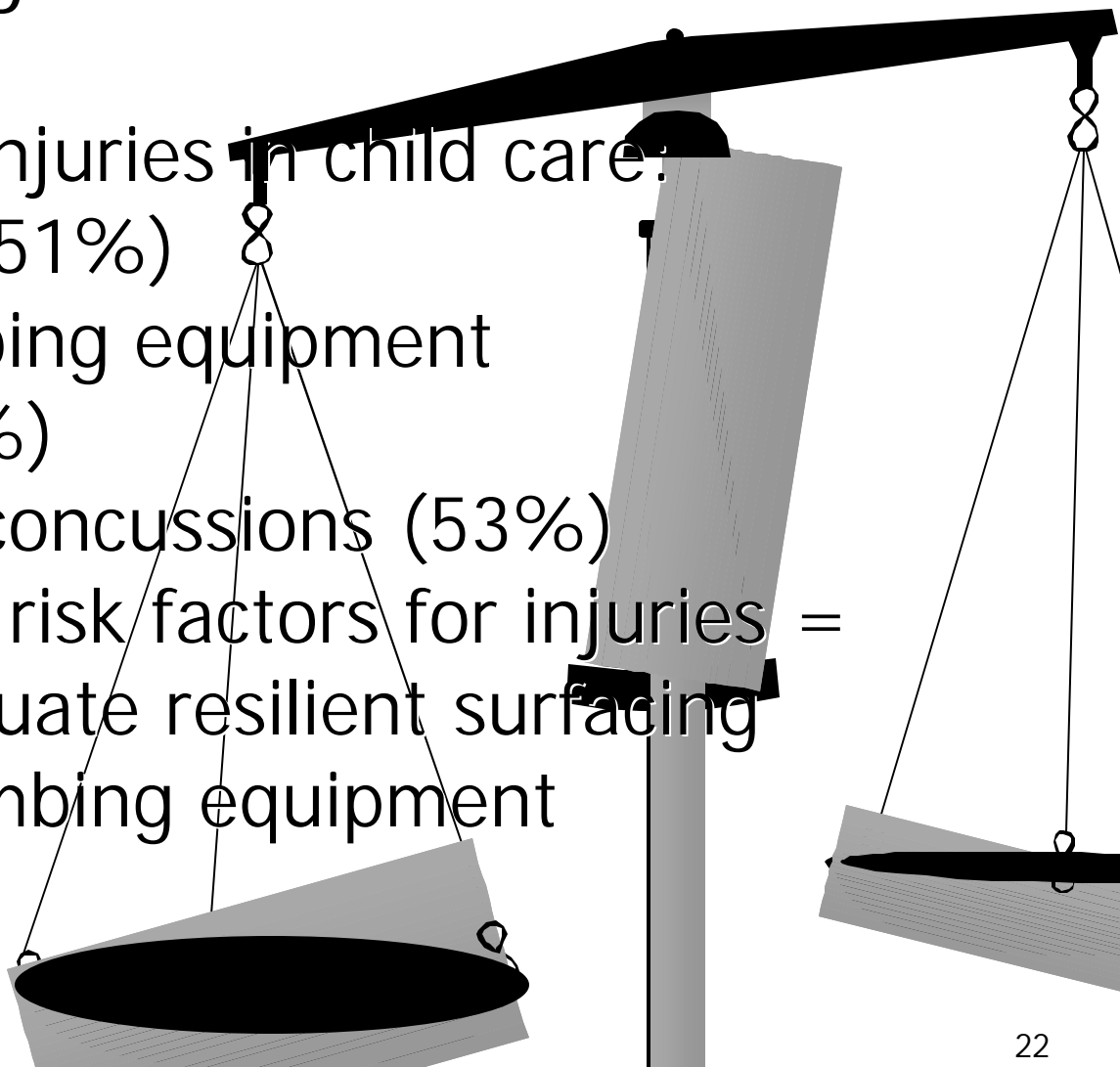
- Children in classrooms with caregivers trained in child development...
 - ✓ have larger vocabularies
 - ✓ are better prepared to begin reading and writing
 - ✓ are better able to get along with others
 - ✓ exhibit more socially acceptable behaviors
 - ✓ have better shape, object, and concept recognition



Research in Review

Resilient Surfacing

- Facts:
- ✓ Most common injuries in child care:
 - Playground (51%)
- ✓ Falls from climbing equipment
 - Injuries (18%)
 - Fractures & concussions (53%)
- ✓ Most important risk factors for injuries =
 - ✓ Lack of adequate resilient surfacing
 - ✓ Height of climbing equipment



Research in Review

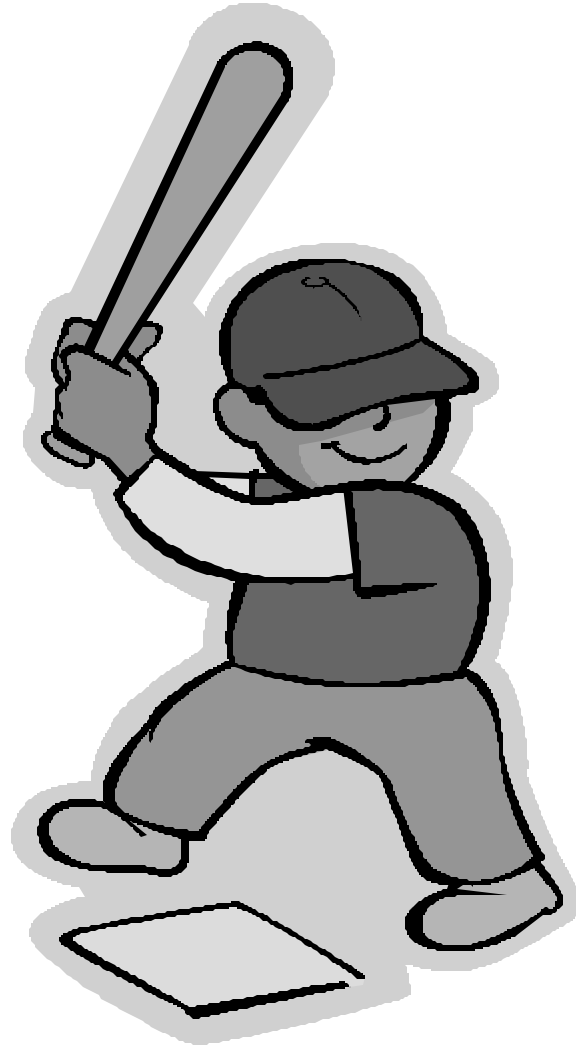
Resilient Surfacing Material

- Impact-absorbing material:
 - ✓ Absorbs impact of falls and protects children from serious injuries (NHSS)*



* National Health and Safety Standards

Impact Analyses



Virginia Population Projections

	1990 to 2000	2000 to 2010	2010 to 2020	2020 to 2030
Age Band	% Change	% Change	% Change	% Change
< 5	4.27%	10.22%	9.93%	7.64%
5 to 9	16.70%	-0.16%	9.48%	8.05%
10-14	24.49%	-2.51%	9.81%	9.36%

Source: Virginia Employment Commission, 12/05/08

Square Footage Research

Sample selection

- Seven geographic regions:
Central, Eastern, Fairfax, Piedmont, Verona, Northern, Western

- Simple random sample design
- | | |
|--------|----------------------|
| small | 0 - 50 children |
| medium | 51 - 100 children |
| large | 101 or more children |

Sample characteristics

- N = 62 child day centers
- Non-Head Start
- Does not conform to more stringent square footage requirements via participation in an accreditation body
- Does not conform to more stringent square footage requirements via governance by a local ordinance

Methodology

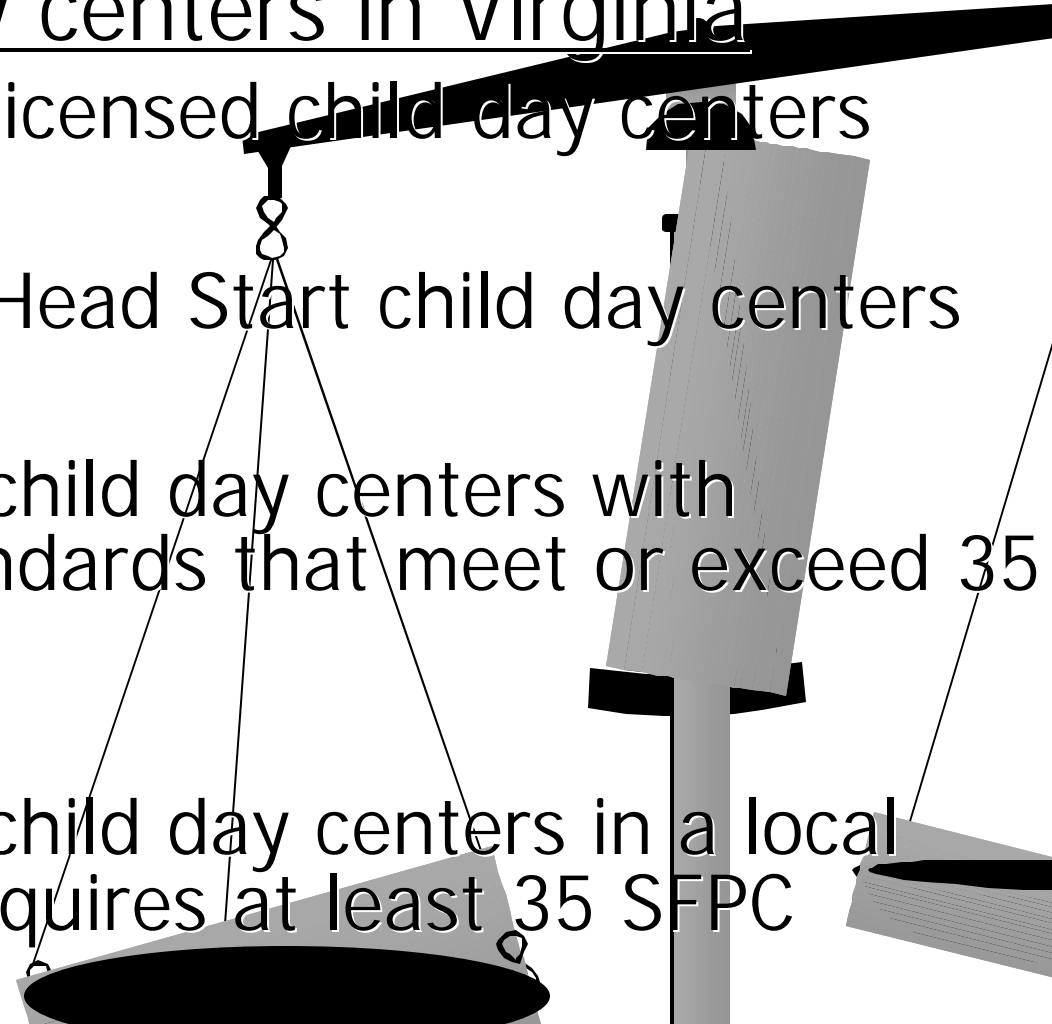
Documentation required

- Maximum capacity at 25 square feet per child (SFPC)
- Total granted licensing capacity at 25 SFPC
- Most recently documented total enrollment

Estimated impact on enrollment

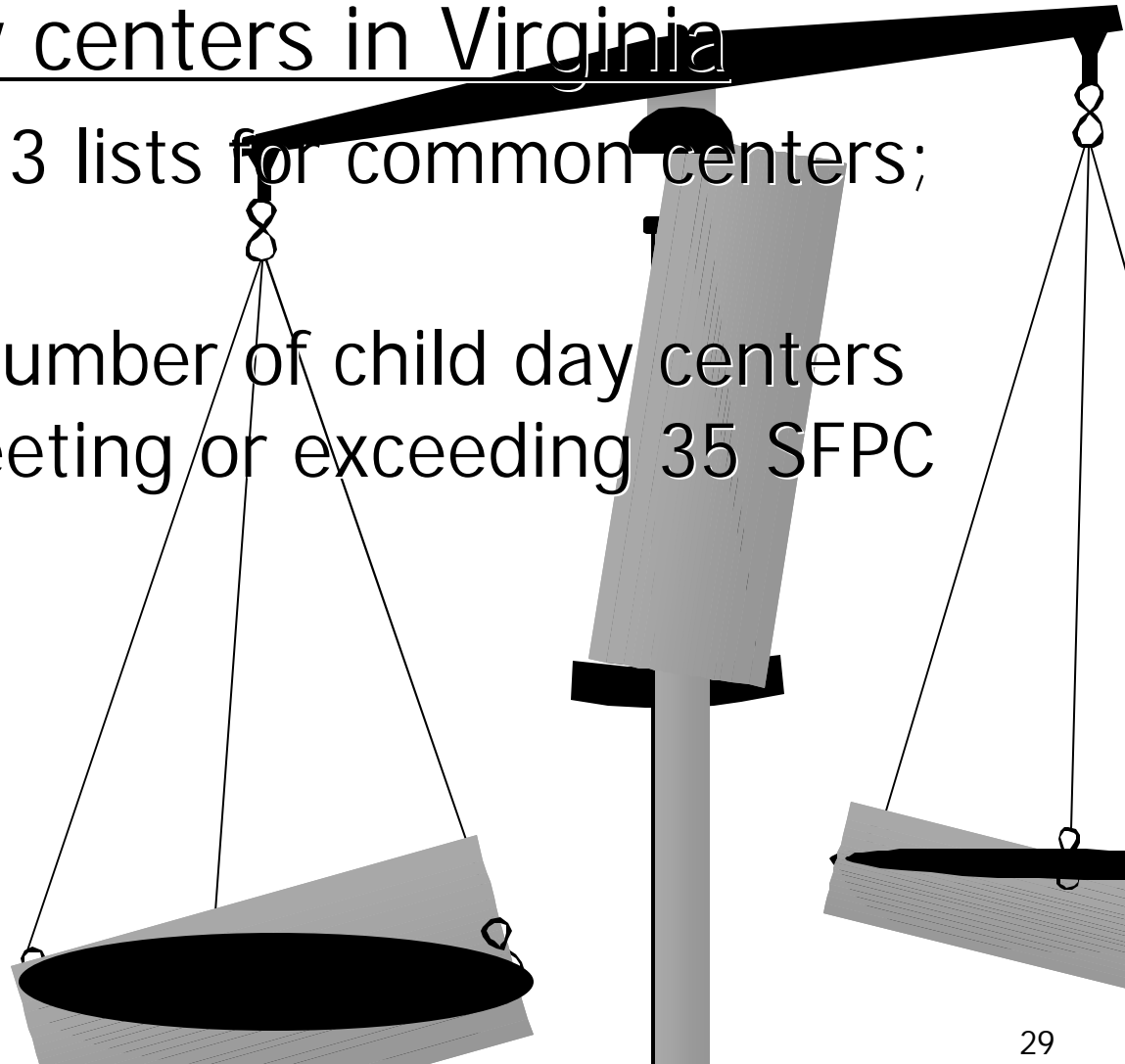
- Calculation of enrollment loss =
 - Total enrollment at 25 SFPC – maximum capacity at 35 SFPC
 - Converted to proportion (%) of enrollment loss
 - Total proportion of child day center sample that would lose at least one child ($> 0\%$)

Methodology (continued)

- Calculation of projected impact on all licensed child day centers in Virginia
 - Total number of licensed child day centers
 - 2587
 - Total number of Head Start child day centers
 - 188
 - Total number of child day centers with accreditation standards that meet or exceed 35 SFPC
 - 265
 - Total number of child day centers in a local ordinance that requires at least 35 SFPC
 - 43
- 

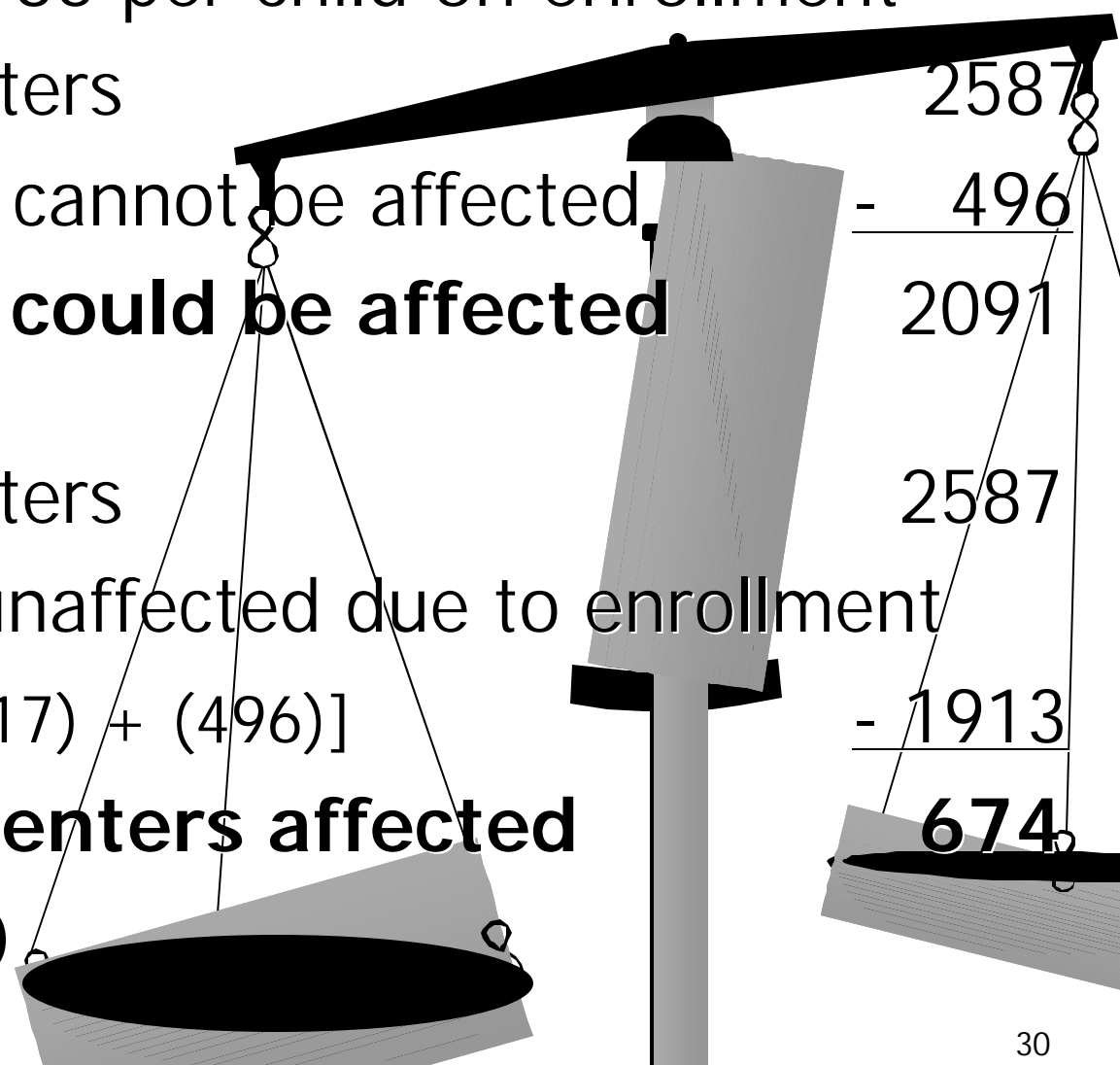
Methodology (continued)

- Calculation of projected impact on all licensed child day centers in Virginia
 - Cross-referenced 3 lists for common centers; total is unique
 - Calculated total number of child day centers found already meeting or exceeding 35 SFPC
 - 496



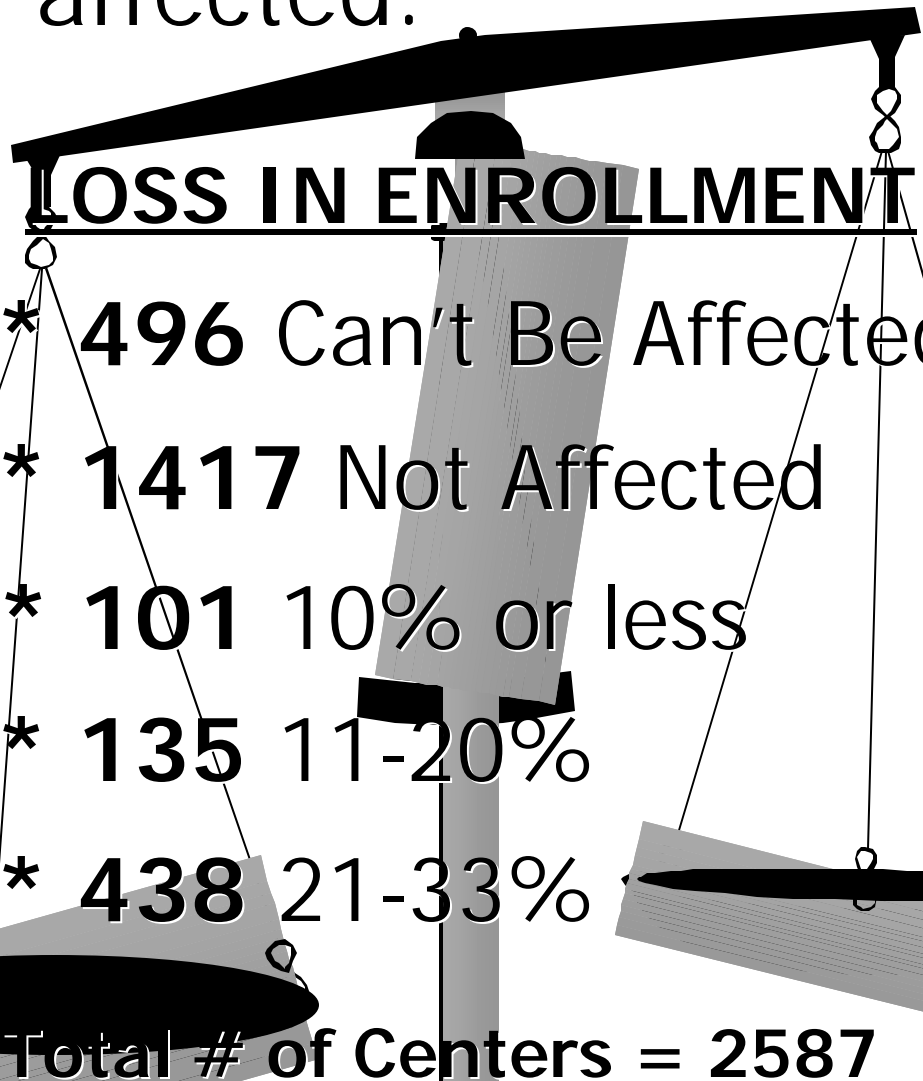
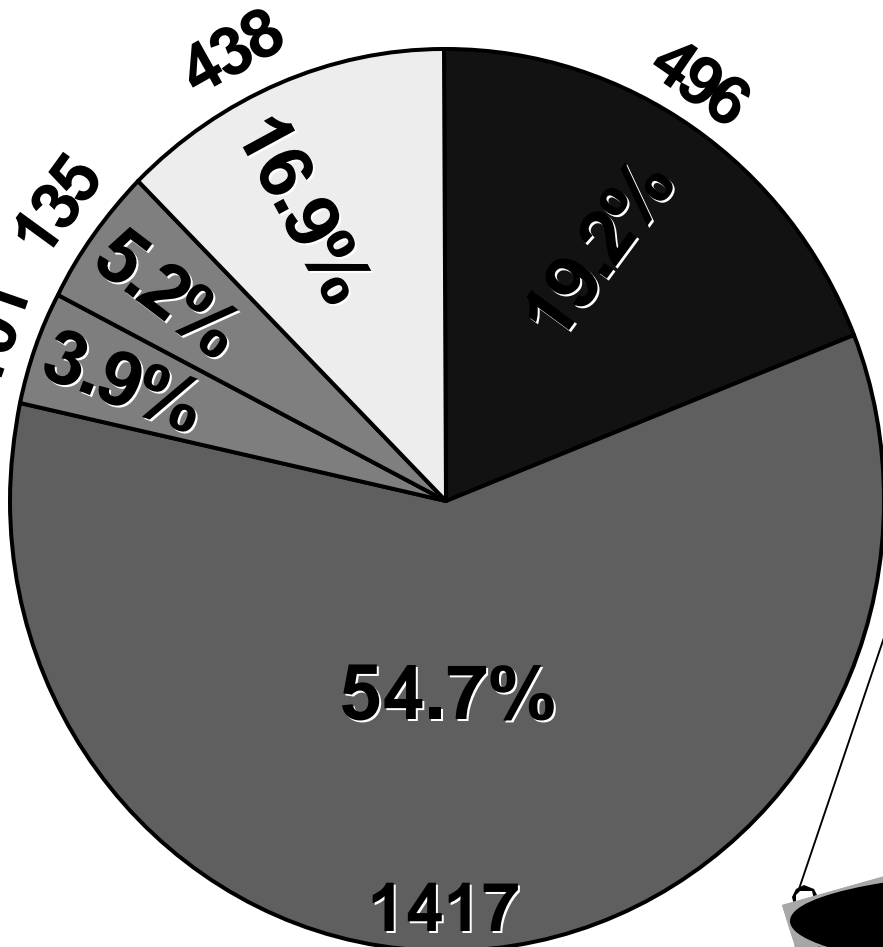
2009 Projection Square Footage

- The number of centers affected by changing square footage from 25 to 35 per child on enrollment
- Actual licensed centers
- Actual centers that cannot be affected
- Actual centers that **could be affected**
- Actual licensed centers
- Projected centers unaffected due to enrollment
[(67.8% of 2091=1417) + (496)]
- **Total projected centers affected
(26% of 2587)**



2009 Projection Square Footage

74% would not be affected
26% would be affected.



Ratio & Group Research

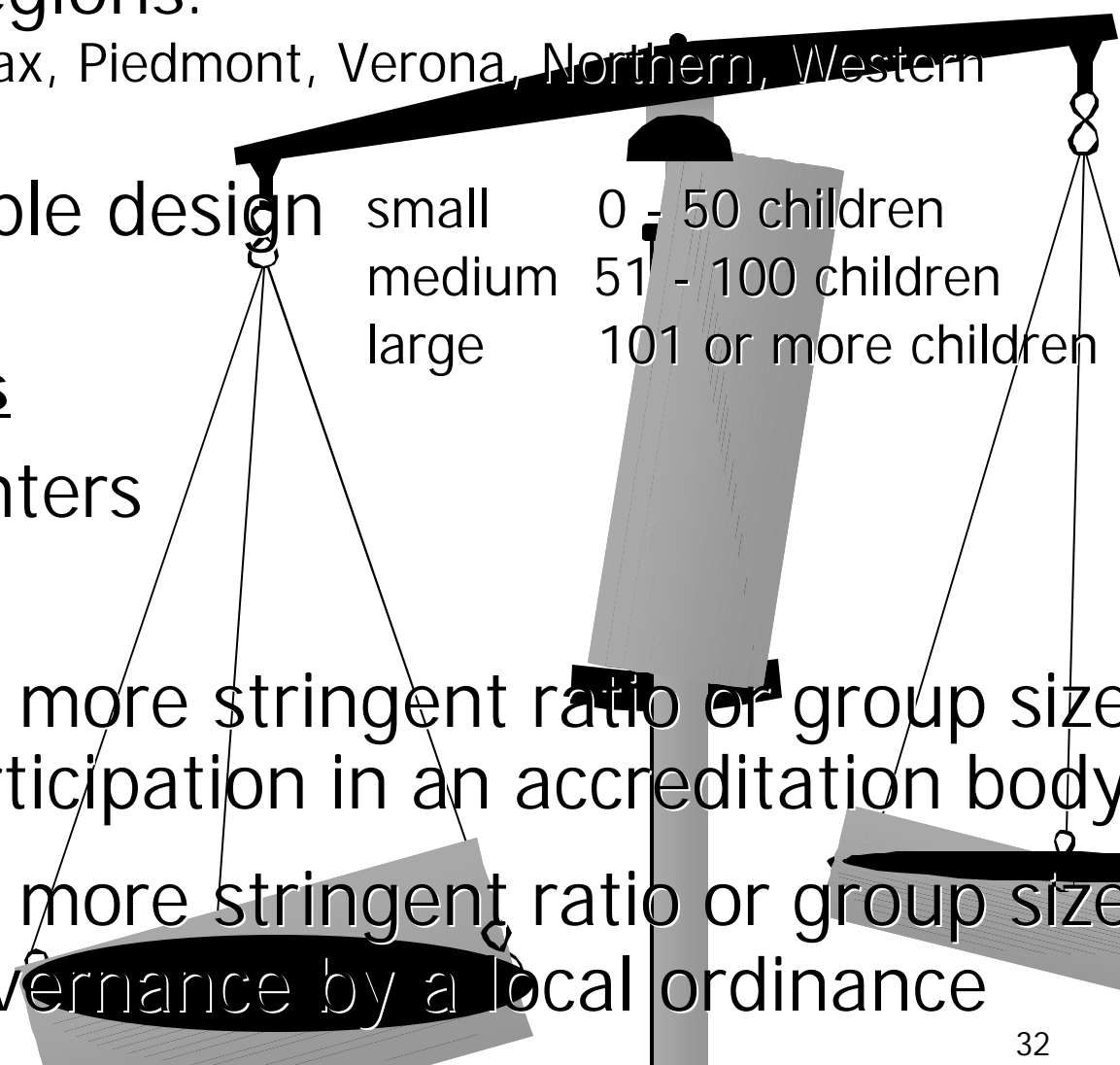
Sample selection

- Seven geographic regions:
Central, Eastern, Fairfax, Piedmont, Verona, Northern, Western

- Simple random sample design
- | | |
|--------|----------------------|
| small | 0 - 50 children |
| medium | 51 - 100 children |
| large | 101 or more children |

Sample characteristics

- N = 62 child day centers
- Non-Head Start
- Does not conform to more stringent ratio or group size requirements via participation in an accreditation body
- Does not conform to more stringent ratio or group size requirements via governance by a local ordinance



Methodology

Documentation required

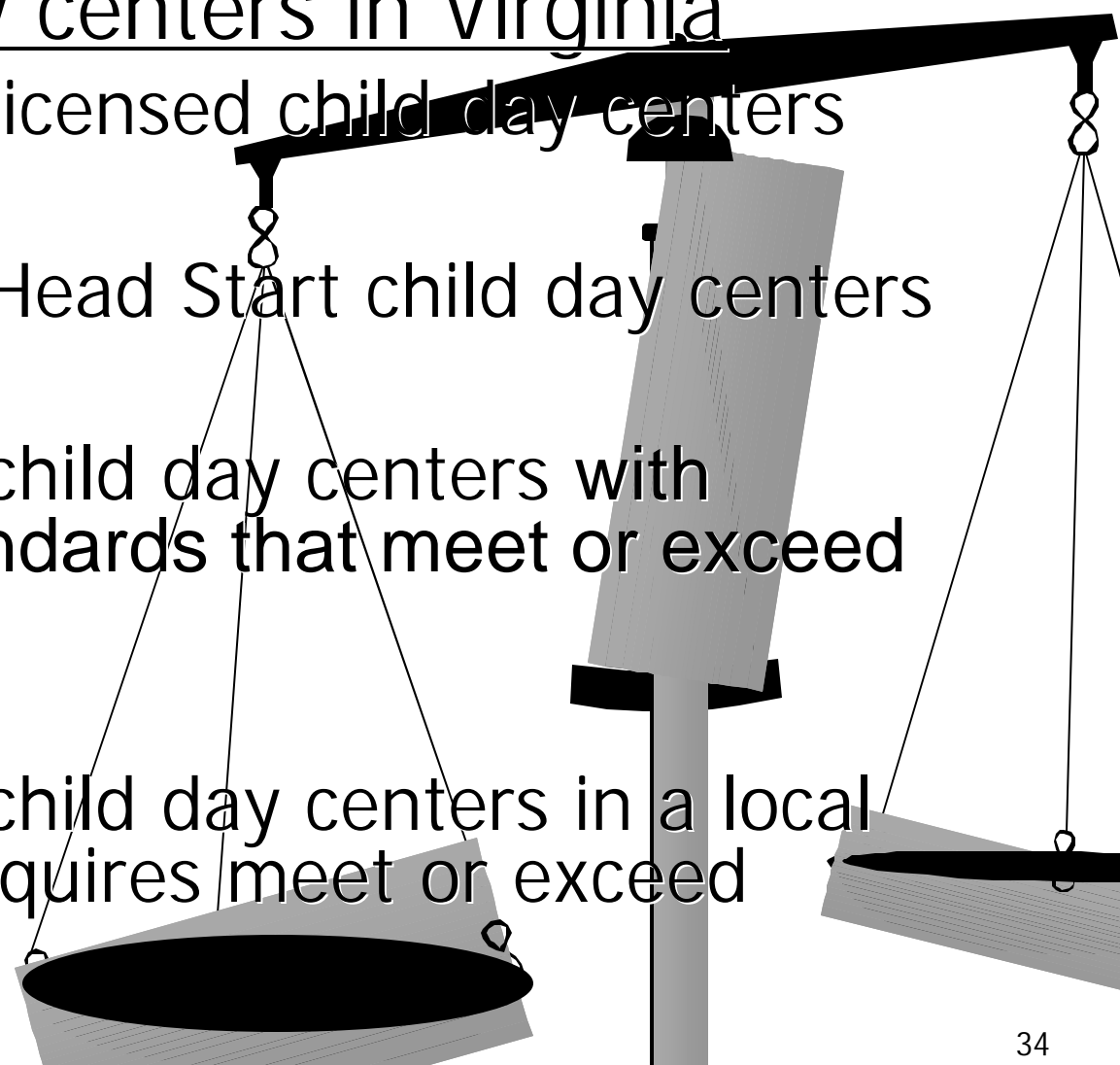
- Total enrollment
- Ratios of teachers per age group of children
- Total number of classrooms available and their respective child capacities

Estimated impact on ratio

- Calculation of enrollment loss =
 - Current ratio – proposed ratio within age group
 - Sum of ratio enrollment loss across age groups
Total enrollment within center
 - Converted to proportion of ratio enrollment loss
 - Total proportion of child day center sample that would be affected by at least a 1% enrollment loss

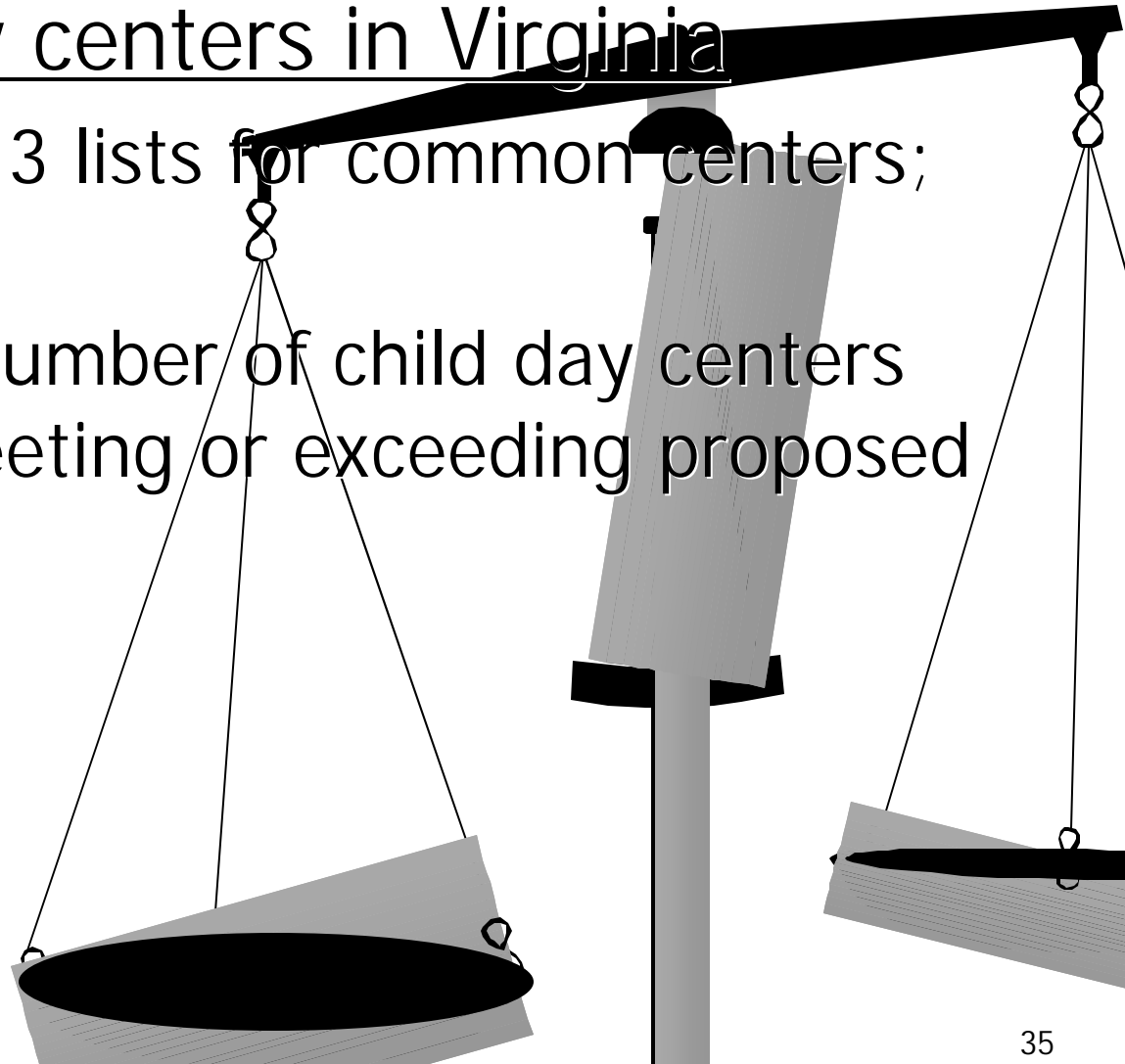
Methodology (continued)

- Calculation of projected impact on all licensed child day centers in Virginia
 - Total number of licensed child day centers
 - 2587
 - Total number of Head Start child day centers
 - 188
 - Total number of child day centers with accreditation standards that meet or exceed proposed ratios
 - 265
 - Total number of child day centers in a local ordinance that requires meet or exceed proposed ratios
 - 43



Methodology (continued)

- Calculation of projected impact on all licensed child day centers in Virginia
 - Cross-referenced 3 lists for common centers; total is unique
 - Calculated total number of child day centers found already meeting or exceeding proposed ratios
 - 496



2004 Projection Ratios

- The number of centers affected by changing ratios
- Actual licensed centers 2587
- Actual centers that cannot be affected - 496
- Actual centers that **could be affected** 2091

- Actual licensed centers 2587
- Projected centers unaffected due to ratios change
[(92% of 2091) = 1924 + (496)] - 2420

- **Total projected centers affected
(6.5% of 2587)** 167

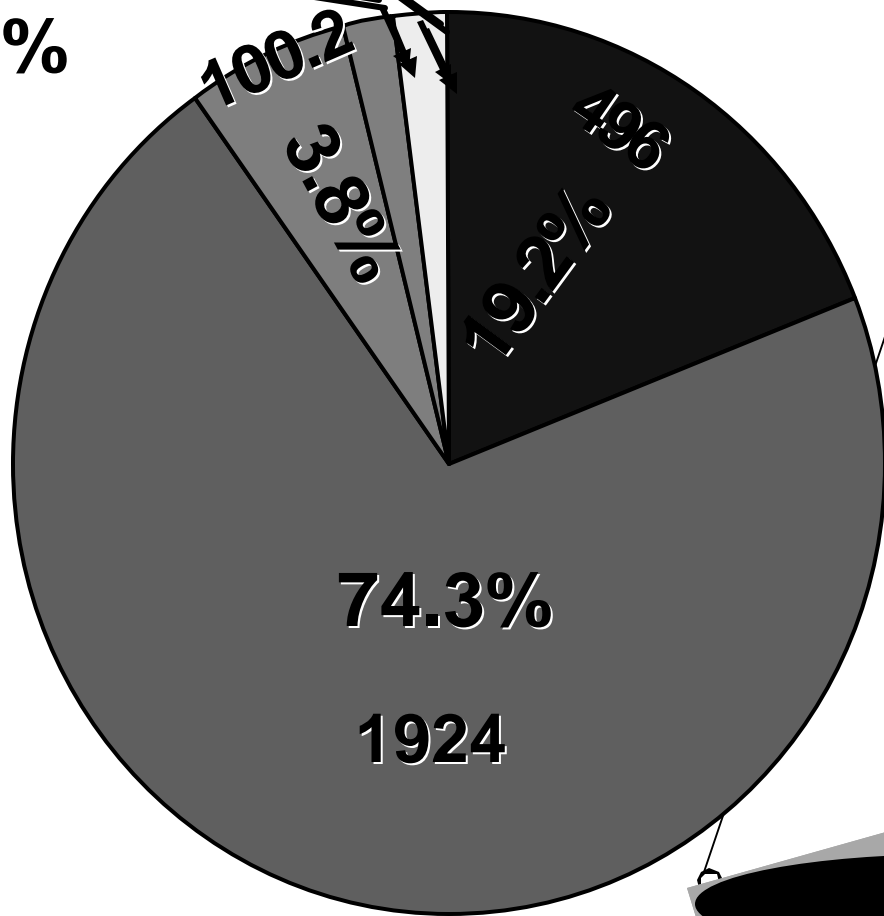
Corrected as of 02/20/04

2004 Projection Ratios

93.5% would not be affected
6.5% would be affected

33.4
1.3%

33.4
1.3%



LOSS IN ENROLLMENT

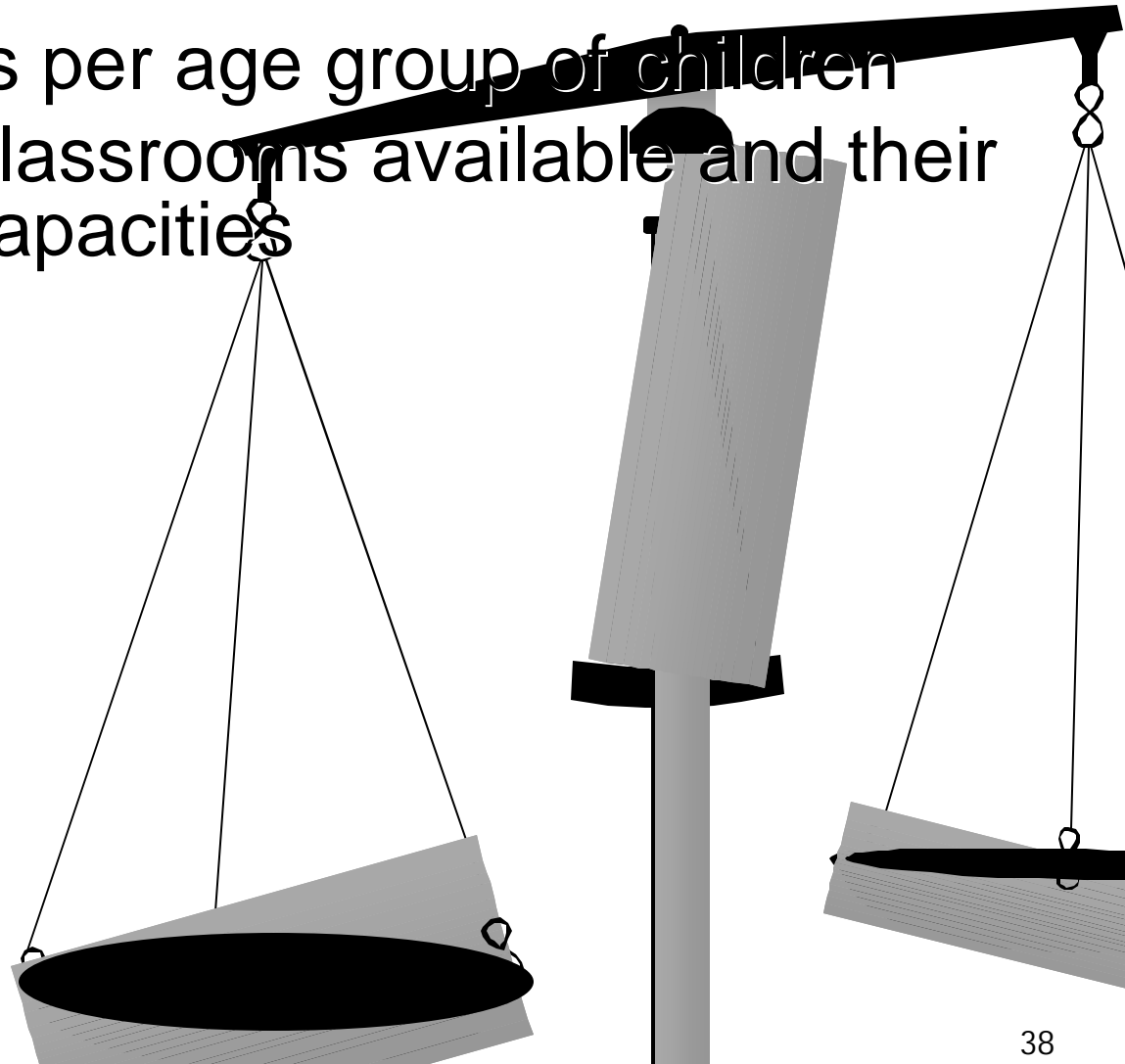
- * 496 Can't Be Affected
- * 1924 Not Affected
- * 100.2 9% or less
- * 33.4 10-14%
- * 33.4 15-20%

Total # of Centers = 2587

Methodology

Documentation required

- Total enrollment
- Ratios of teachers per age group of children
- Total number of classrooms available and their respective child capacities



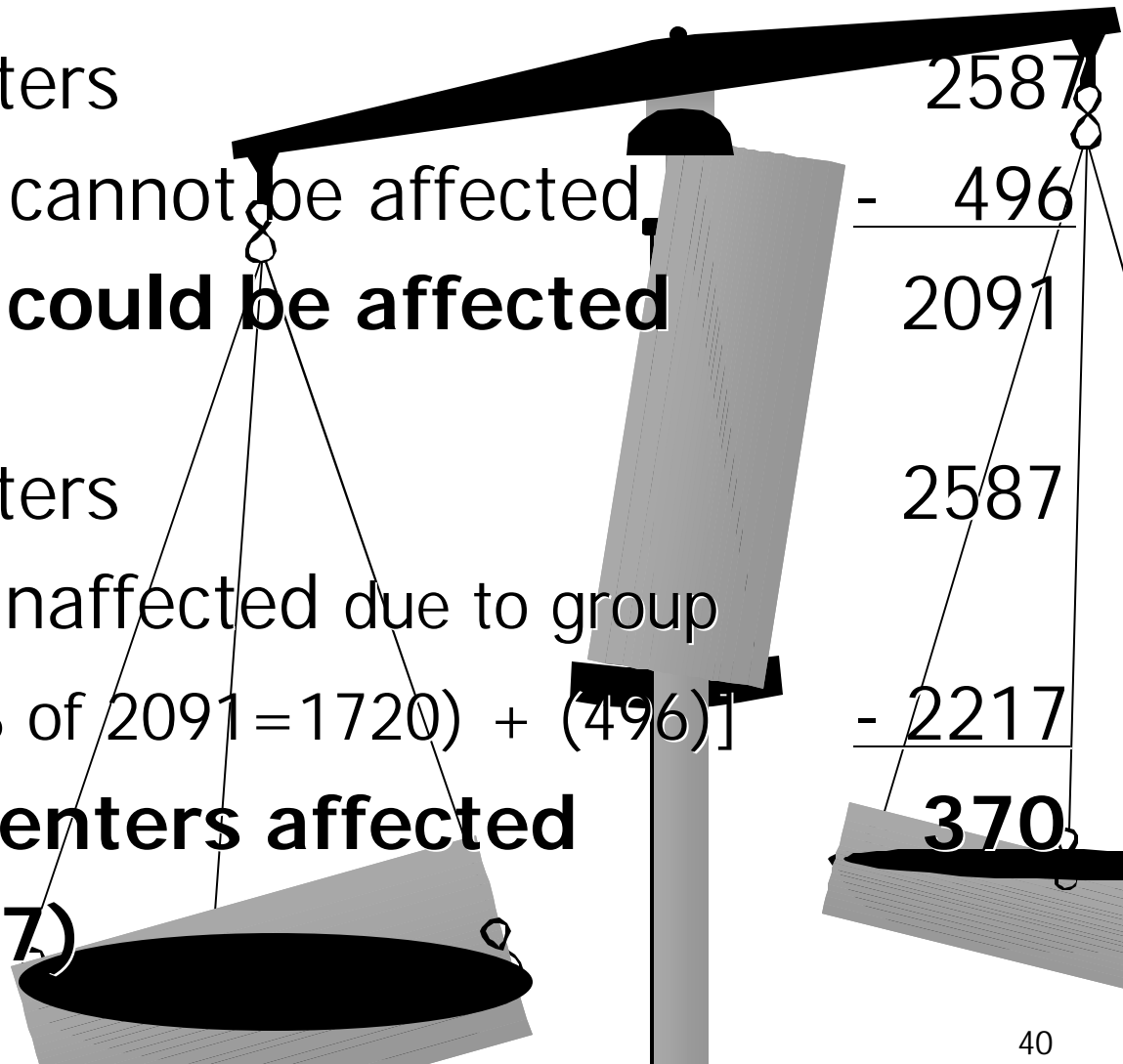
Methodology

Estimated impact on group size

- Calculation of enrollment loss =
 - Number of children per group within classroom and age group – proposed group size within age group
 - Sum group size enrollment loss across age groups
Total enrollment within center
 - Converted to proportion of group size enrollment loss
 - Total proportion of child day center sample that would be affected by at least a 1% enrollment loss

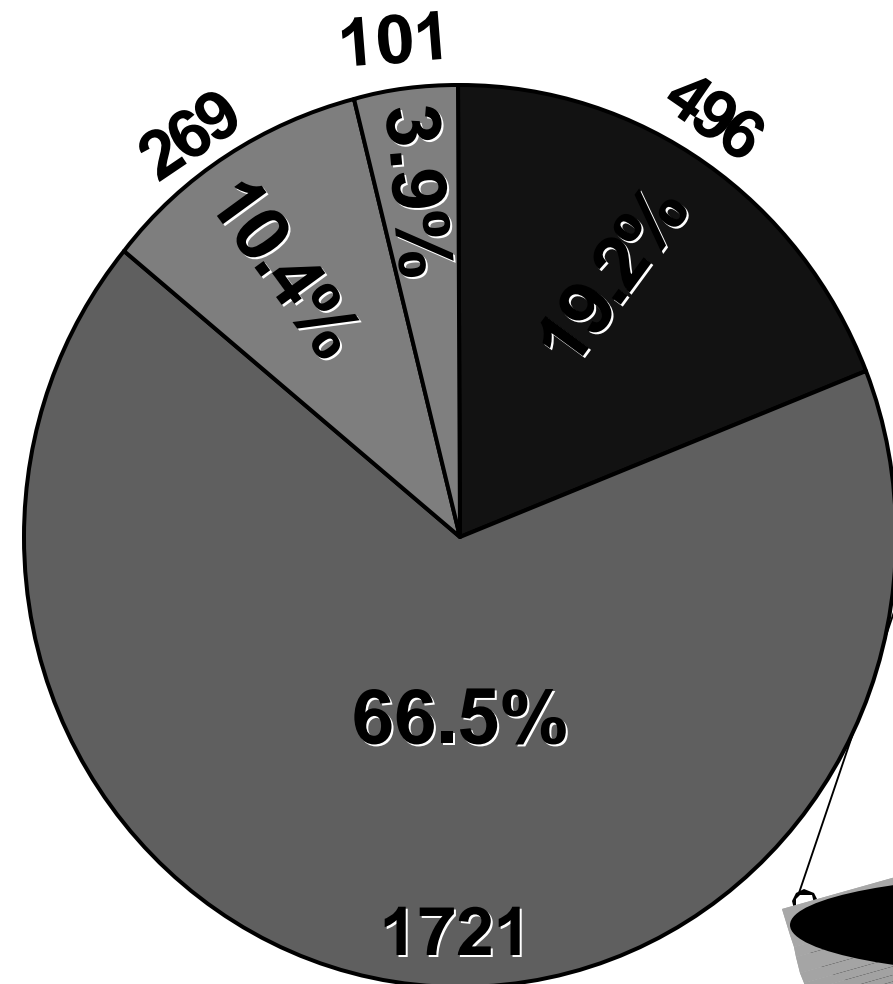
2004 Projection Group Size

- The number of centers affected by changing group size
- Actual licensed centers
- Actual centers that cannot be affected
- Actual centers that **could be affected**
- Actual licensed centers
- Projected centers unaffected due to group size changes $[(82.3\% \text{ of } 2091 = 1720) + (496)]$
- **Total projected centers affected (14.3% of 2587)**



2006 Projection Group Size

85.7% would not be affected
14.3% would be affected.



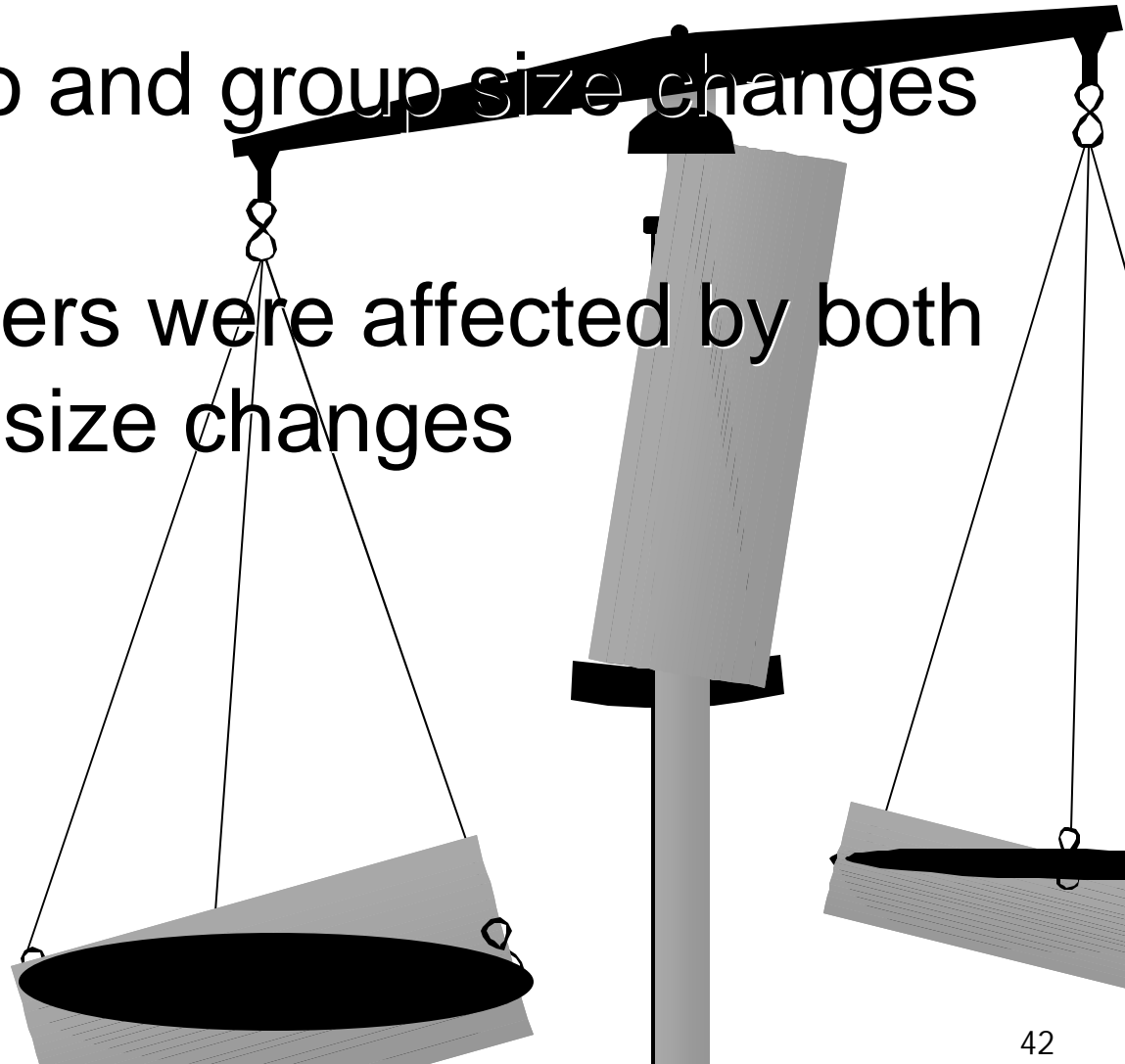
LOSS IN ENROLLMENT

- * **496** Can't Be Affected
- * **1721** Not Affected
- * **269** 5% or less
- * **101** 6-13%

Total # of Centers = 2587

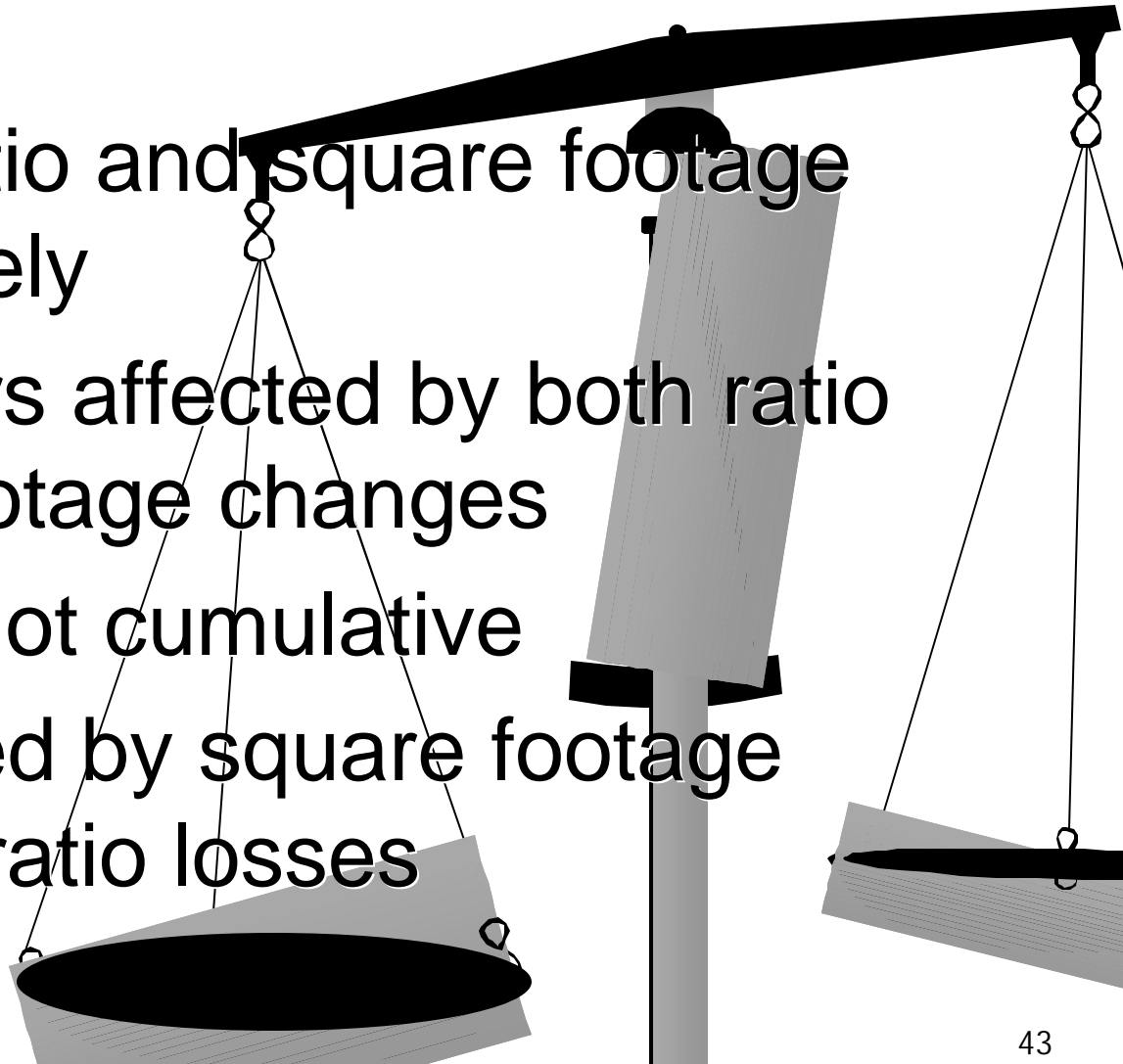
2006 Projection Ratios & Group Sizes Combined

- Cumulative ratio and group size changes unlikely
- No sample centers were affected by both ratio and group size changes



2004 and 2009 Projections Ratios & Square Footage Combined

- Cumulative ratio and square footage changes unlikely
- 4.8% of centers affected by both ratio and square footage changes
- Losses were not cumulative
- Losses incurred by square footage cancelled out ratio losses



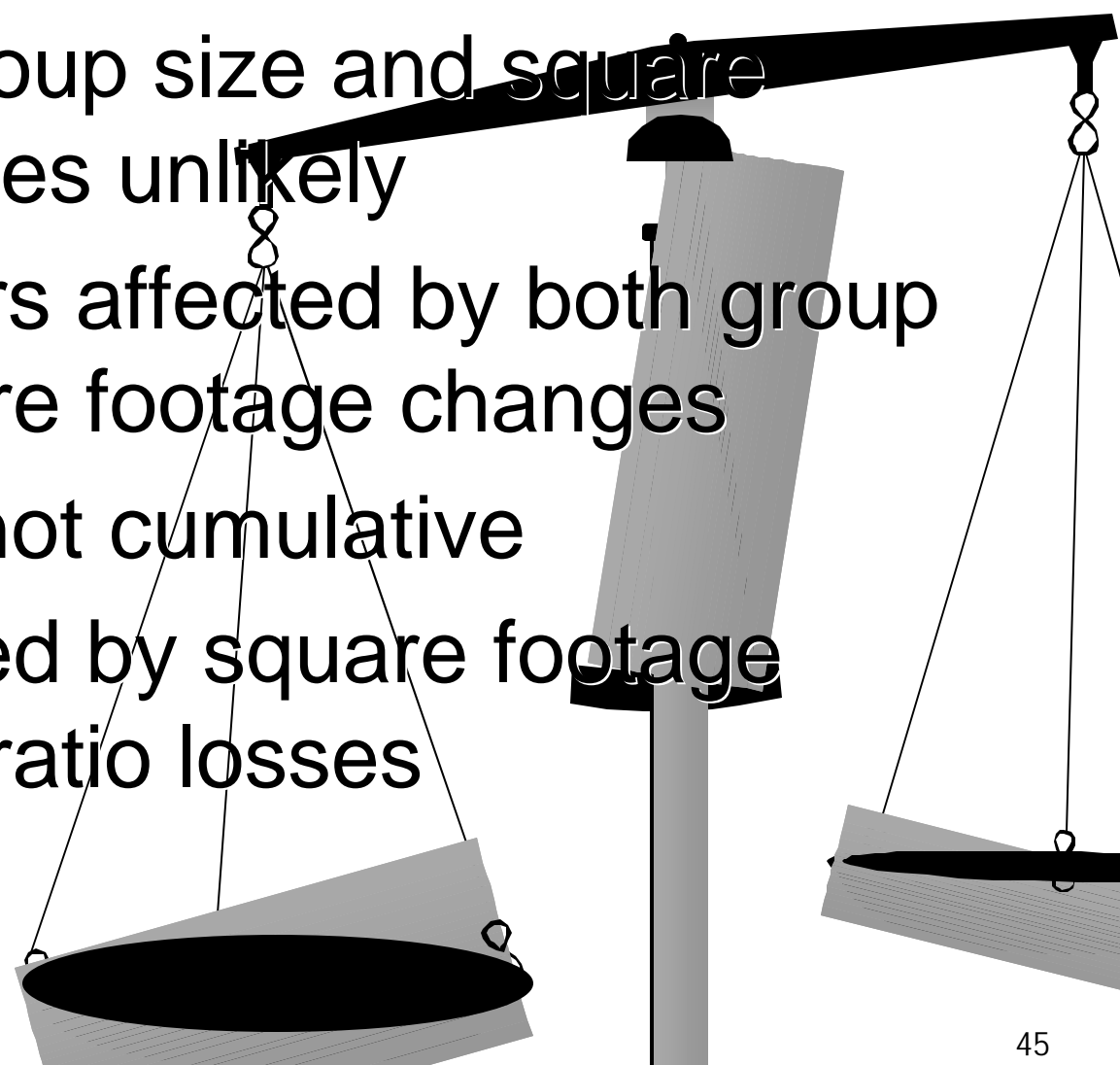
2004 & 2009 Projections Ratios & Square Footage Combined

Sample Center	Square Footage Effects	Ratio Effects	Change Type	Total
A	22%	14%	Not cumulative	22%
B	6%	5%	Not cumulative	6%
C	5%	3%	Not cumulative	5%

Projected 4.8% of total center  \$2587

2004 & 2009 Projections Group Size & Square Footage Combined

- Cumulative group size and square footage changes unlikely
- 4.8% of centers affected by both group size and square footage changes
- Losses were not cumulative
- Losses incurred by square footage cancelled out ratio losses



2004 & 2009 Projections Group Size & Square Footage Combined

Sample Center	Square Footage Effects	Group Size Effects	Change Type	Total
A	21%	13%	Not cumulative* With a room switch	21%
B	16%	4%	Not cumulative	16%
C	4%	1%	Not cumulative	4%

Projected 4.8% of total centers = 102 centers of 2587

Public Comments



Public Comments

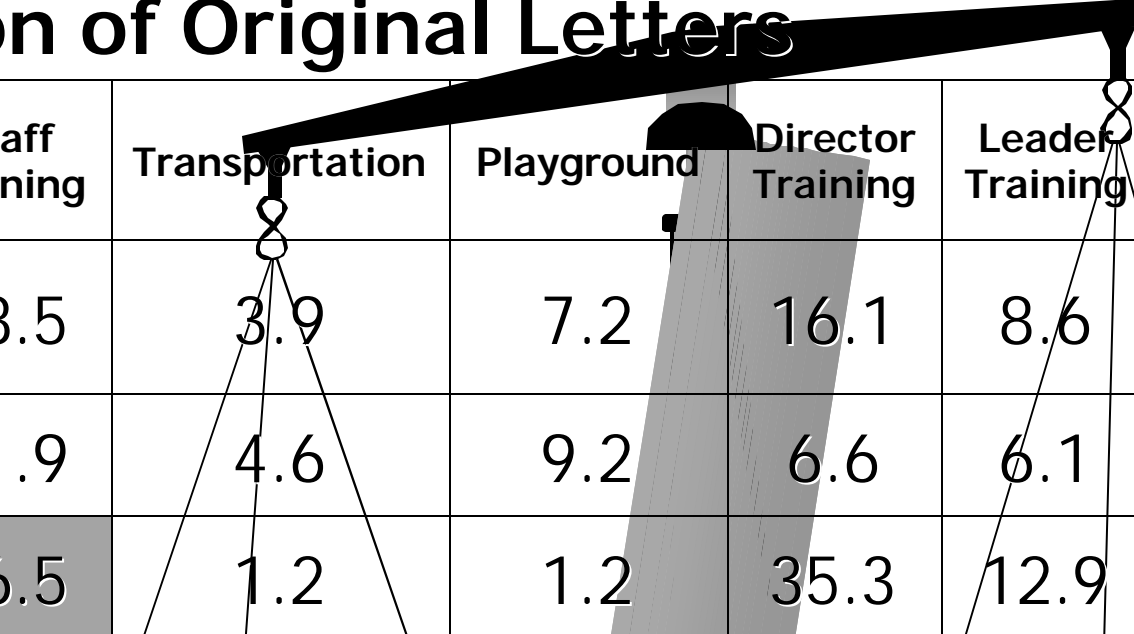
Distribution of Comments Across Letter type

		Form Letters	Original Letters	Total
"CON"	Opposed 3-4 specific standards, silent on remainder	92.1%	7.9%	100%
"PRO"	Supported standards	28.9%	71.1%	100%
"SPLIT"	Opposed some standards; supported others	18.5%	81.5%	100%

Total = 2,621

Public Comments

Distribution of Original Letters

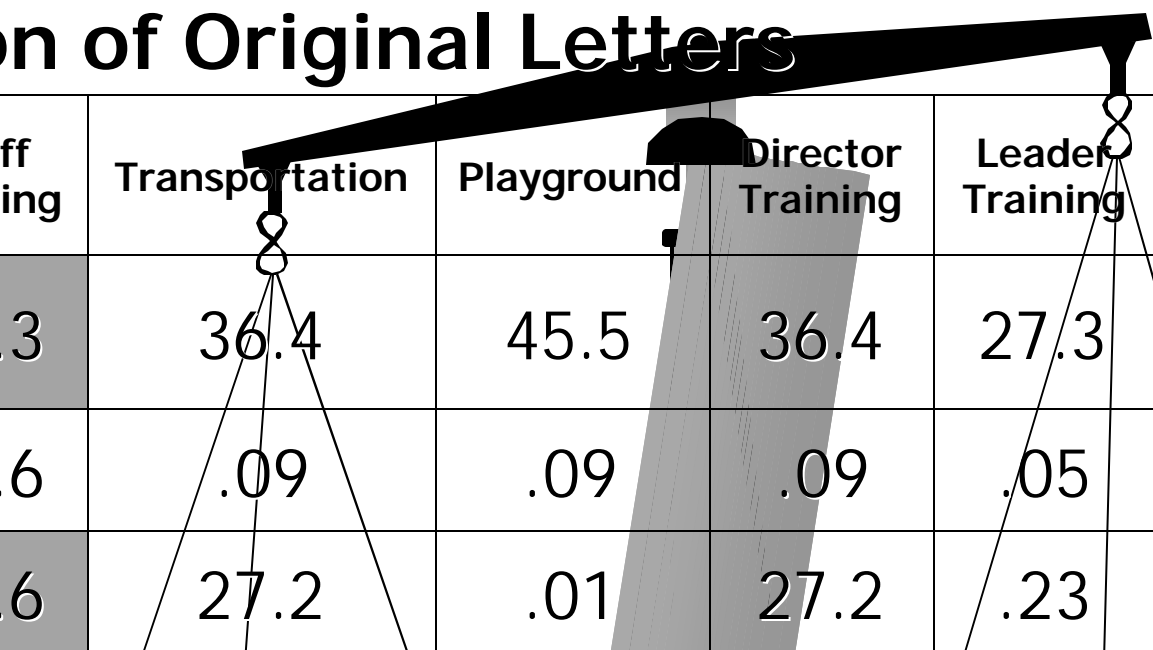


	Ratio & Group Size	Square Footage	Staff Training	Transportation	Playground	Director Training	Leader Training
Total	49.3	49.3	38.5	3.9	7.2	16.1	8.6
CON	38.3	58.2	21.9	4.6	9.2	6.6	6.1
PRO	72.9	27.1	76.5	1.2	1.2	35.3	12.9

* All numbers listed are percentages of comments that addressed these specific standards

Split Comments

Distribution of Original Letters

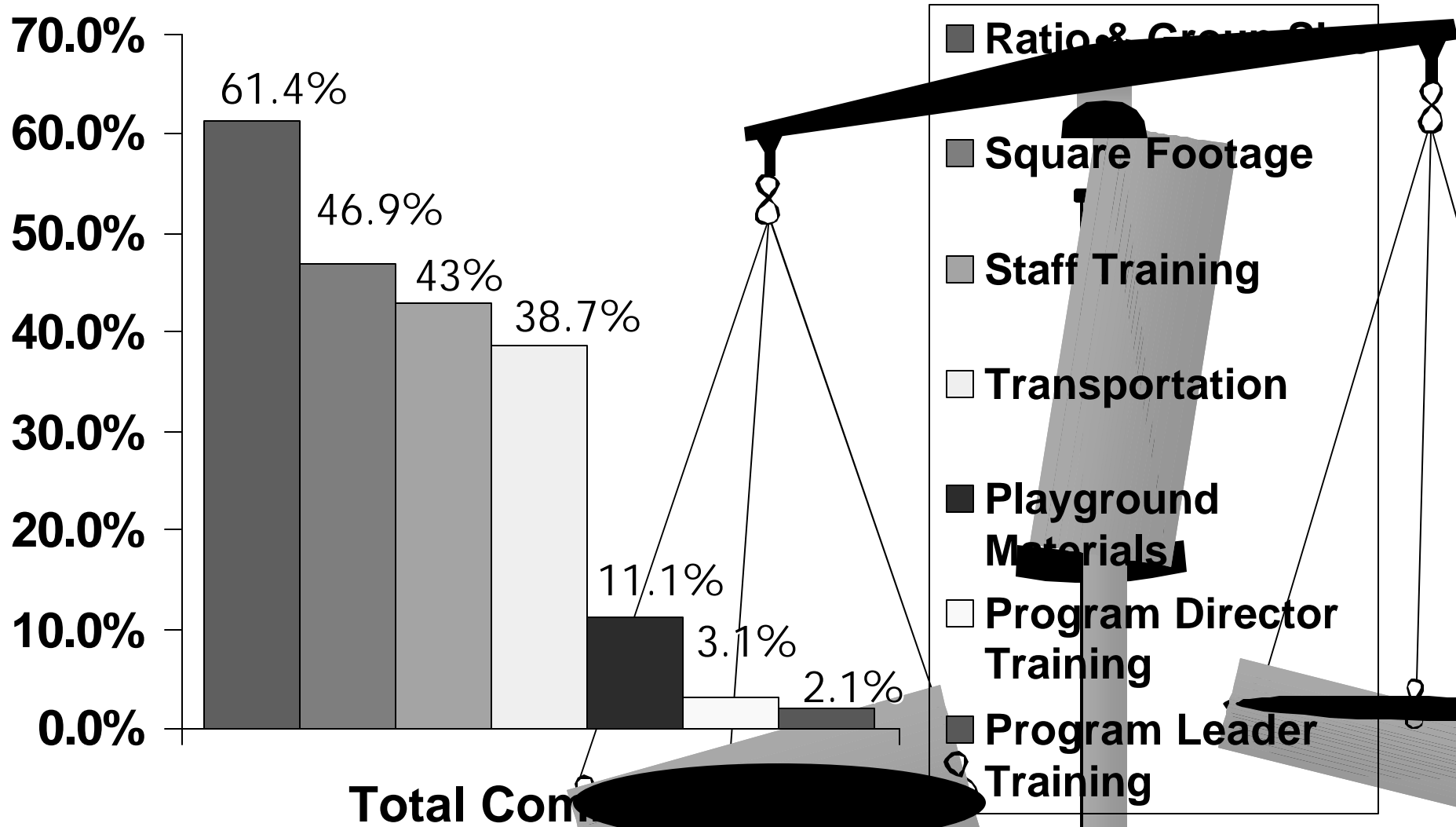


	Ratio & Group Size	Square Footage	Staff Training	Transportation	Playground	Director Training	Leader Training
Total	77.3	59.1	77.3	36.4	45.5	36.4	27.3
CON	31.8	45.4	13.6	.09	.09	.09	.05
PRO	45.4	13.6	63.6	27.2	.01	27.2	.23

* All numbers listed are percentages of comments that addressed these specific standards; additional decimal points were rounded up at .5

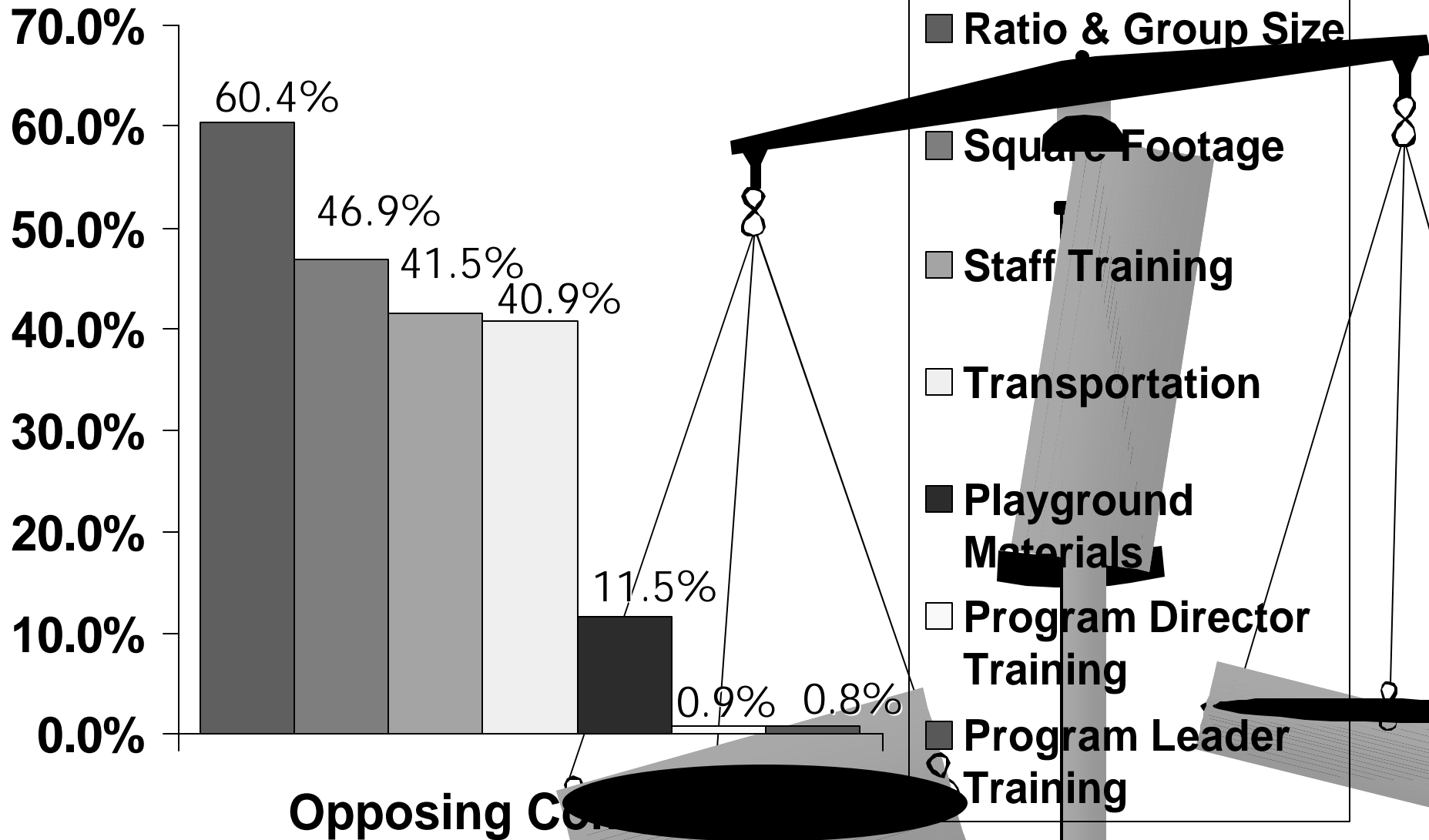
Total Comments

■ Distribution within standards



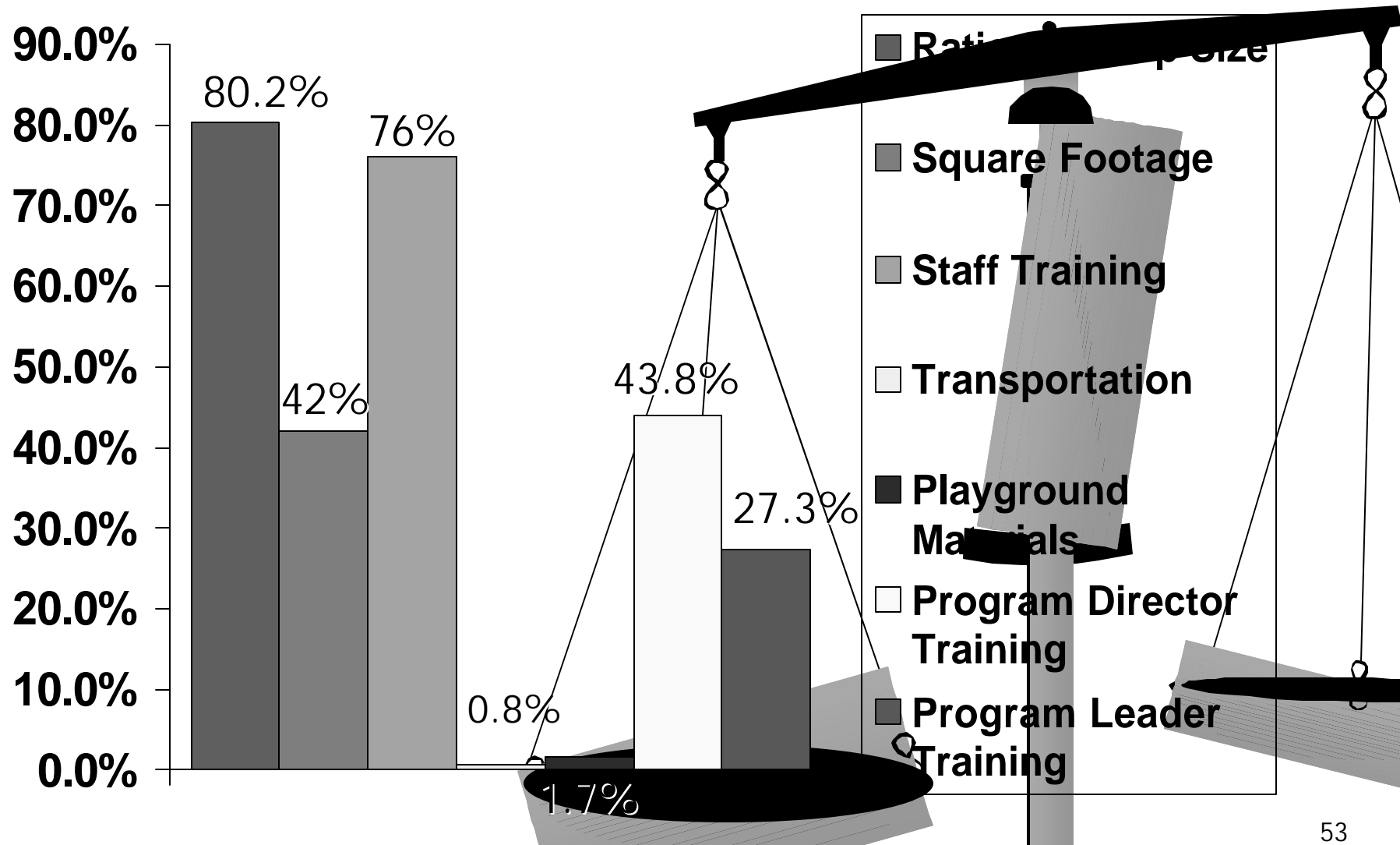
Opposing Comments

■ Distribution within standards



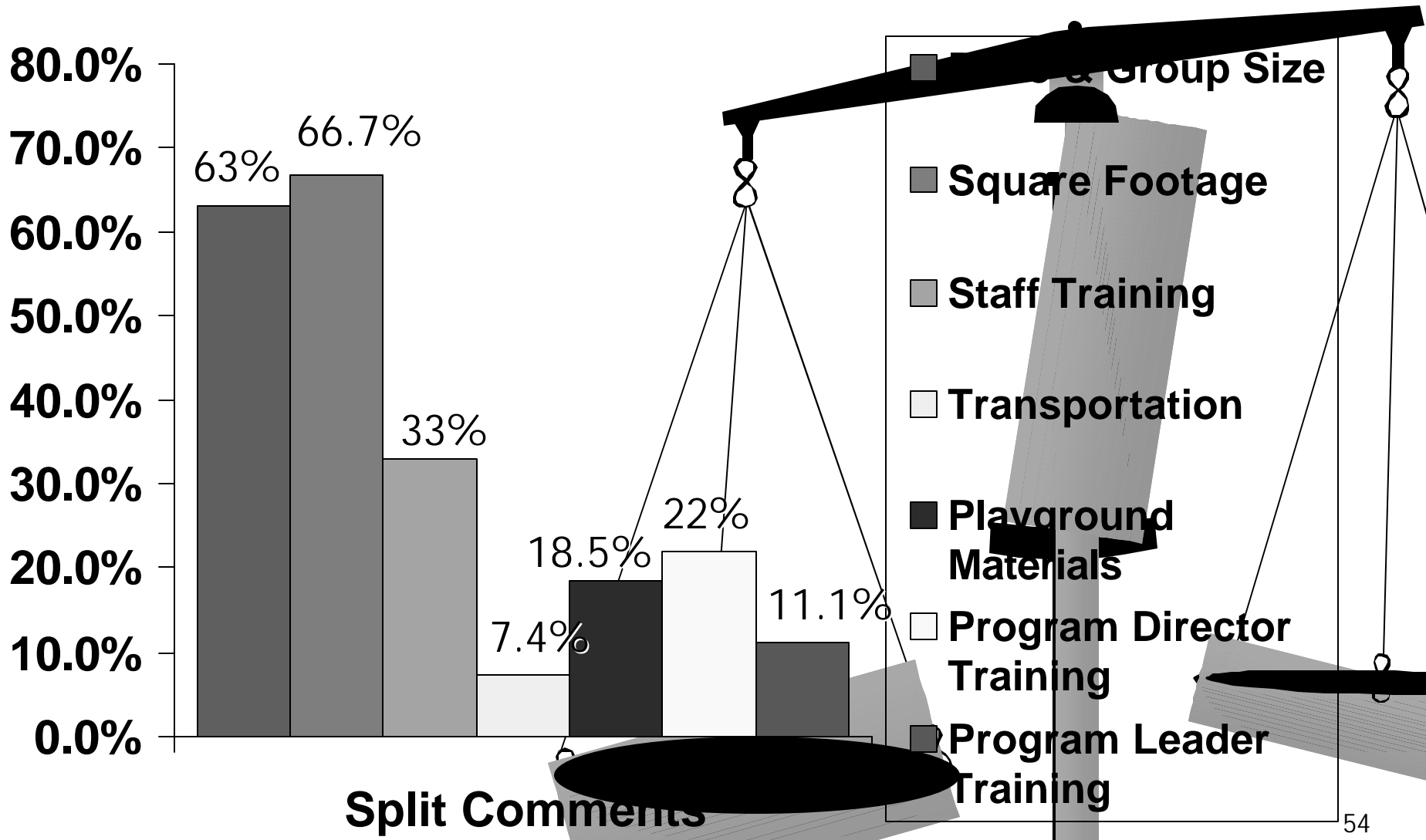
Supporting Comments

■ Distribution within standards

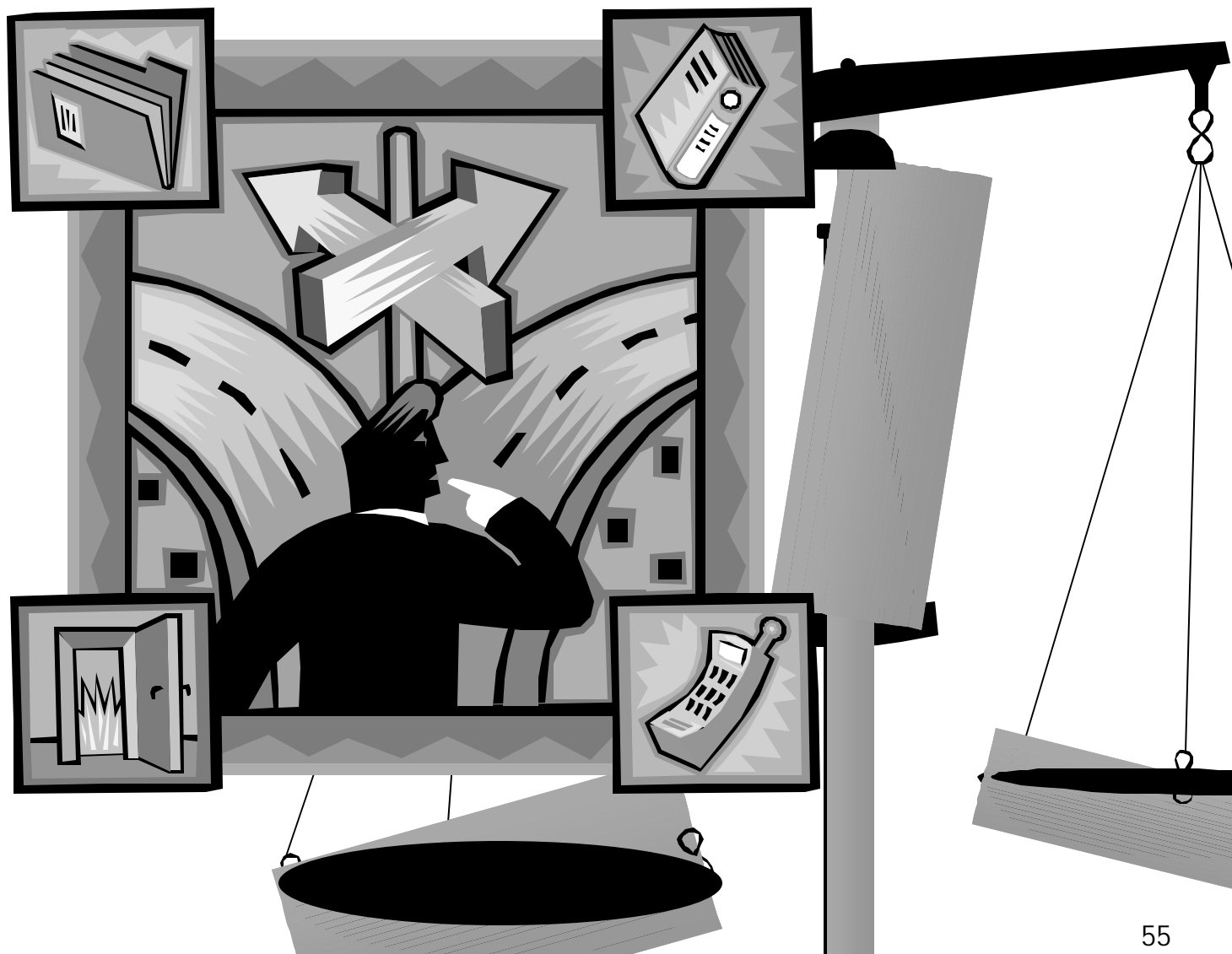


Split Comments

■ Distribution within standards



Recommendations and Options

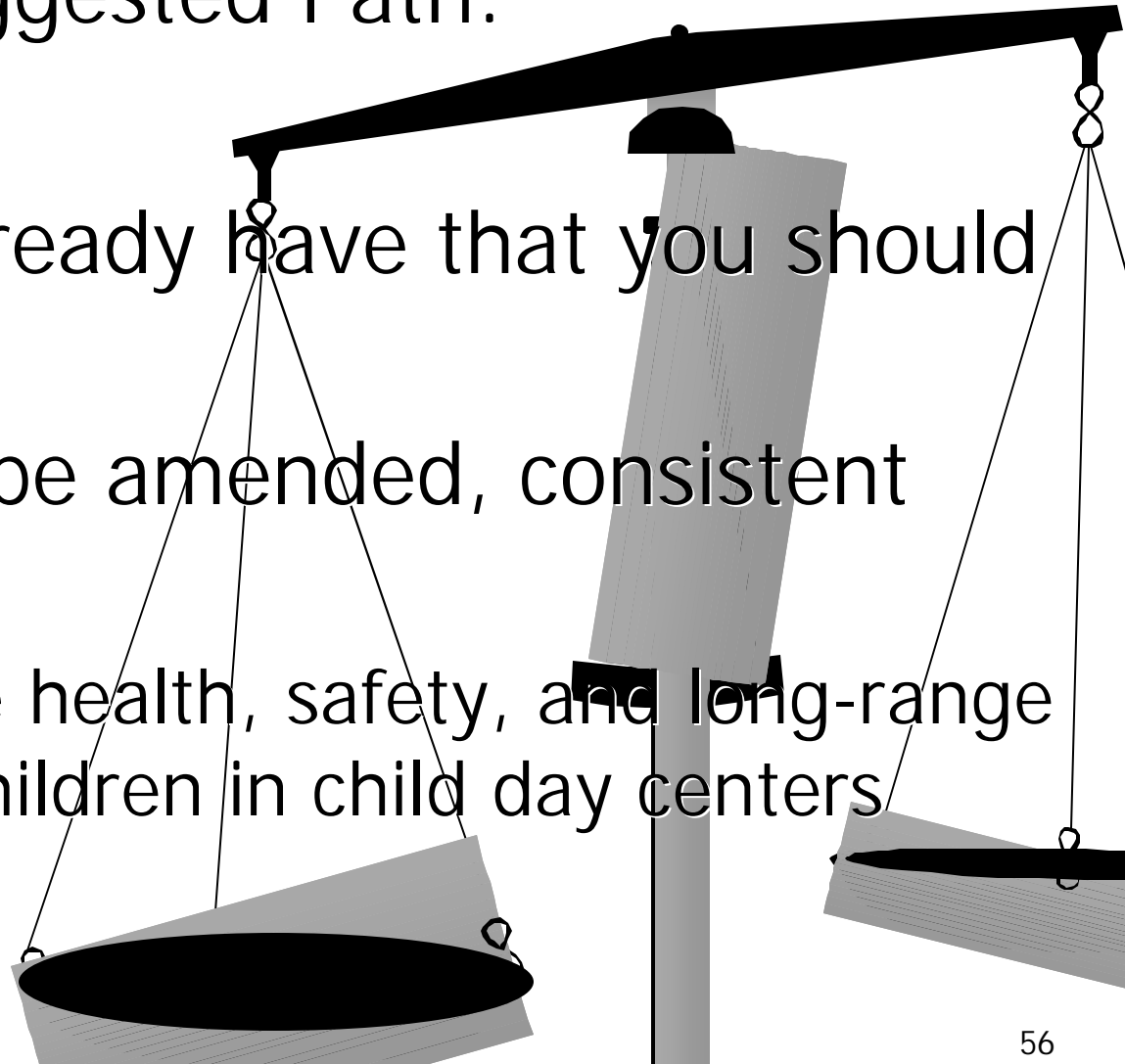


How does the Council decide what to adopt?

Suggested Path:

Determine

- What do you already have that you should keep?
- What needs to be amended, consistent with your goal?
 - ☞ To promote the health, safety, and long-range well-being of children in child day centers



Where does the Council go from here?

Options for each standard

- Keep proposed standards intact
- Adjust specific provisions
- What will the department do to support you?
 - Provide recommendations and options
 - Draft the final document
 - Provide analysis where needed and requested
 - Other tasks requested



Recommendations / Options

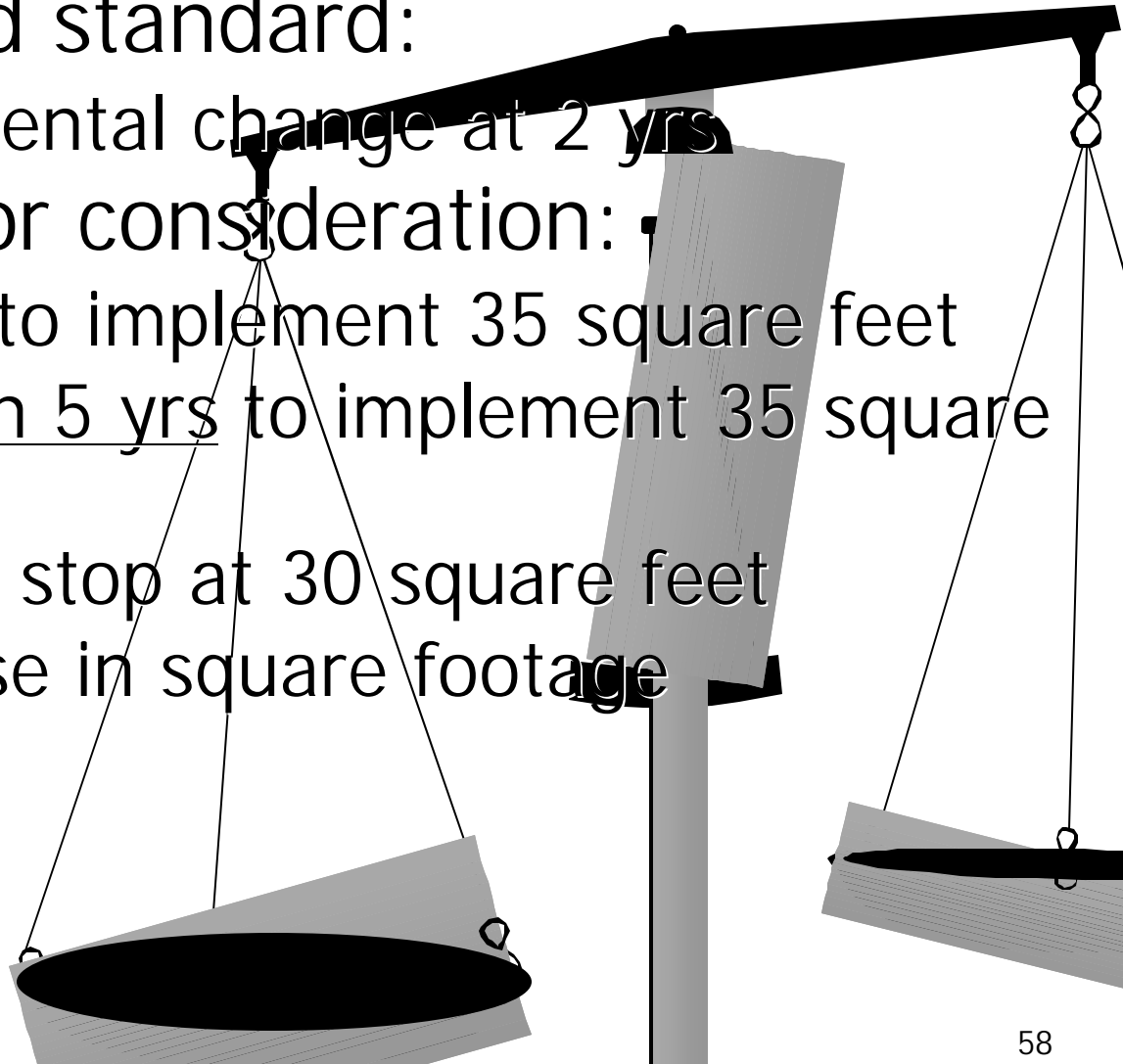
Square footage

■ Revise proposed standard:

- ☞ Remove incremental change at 2 yrs

■ Other options for consideration:

- ☞ Allow full 5 yrs to implement 35 square feet
- ☞ Allow more than 5 yrs to implement 35 square feet
- ☞ Allow 3 yrs and stop at 30 square feet
- ☞ Remove increase in square footage requirement



Recommendations / Options

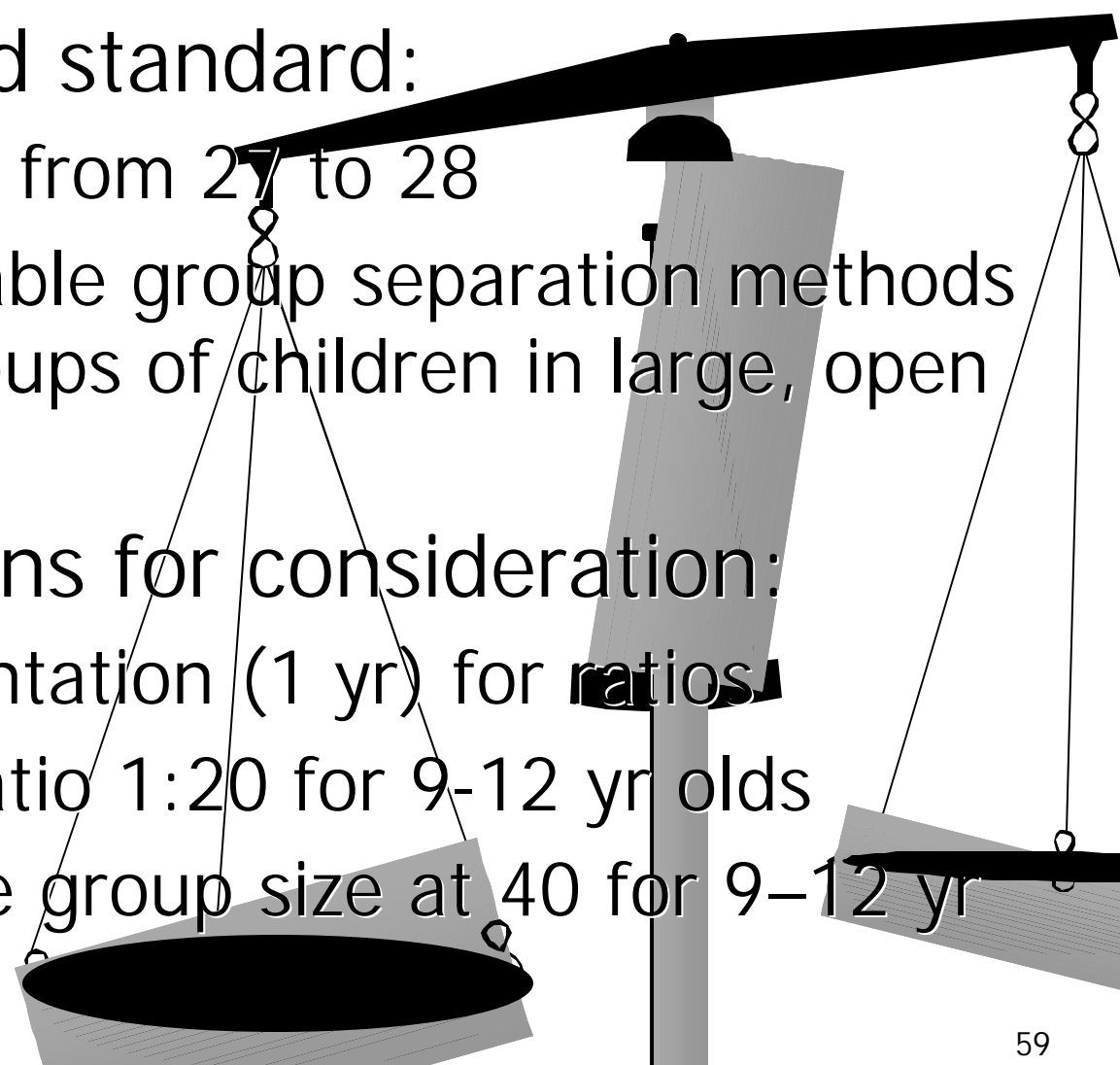
Ratios and Group Size

■ Revise proposed standard:

- Increase BMAG from 27 to 28
- Specify acceptable group separation methods for multiple groups of children in large, open spaces

■ Additional options for consideration:

- Delay implementation (1 yr) for ratios
- Keep current ratio 1:20 for 9-12 yr olds
- Create separate group size at 40 for 9-12 yr olds

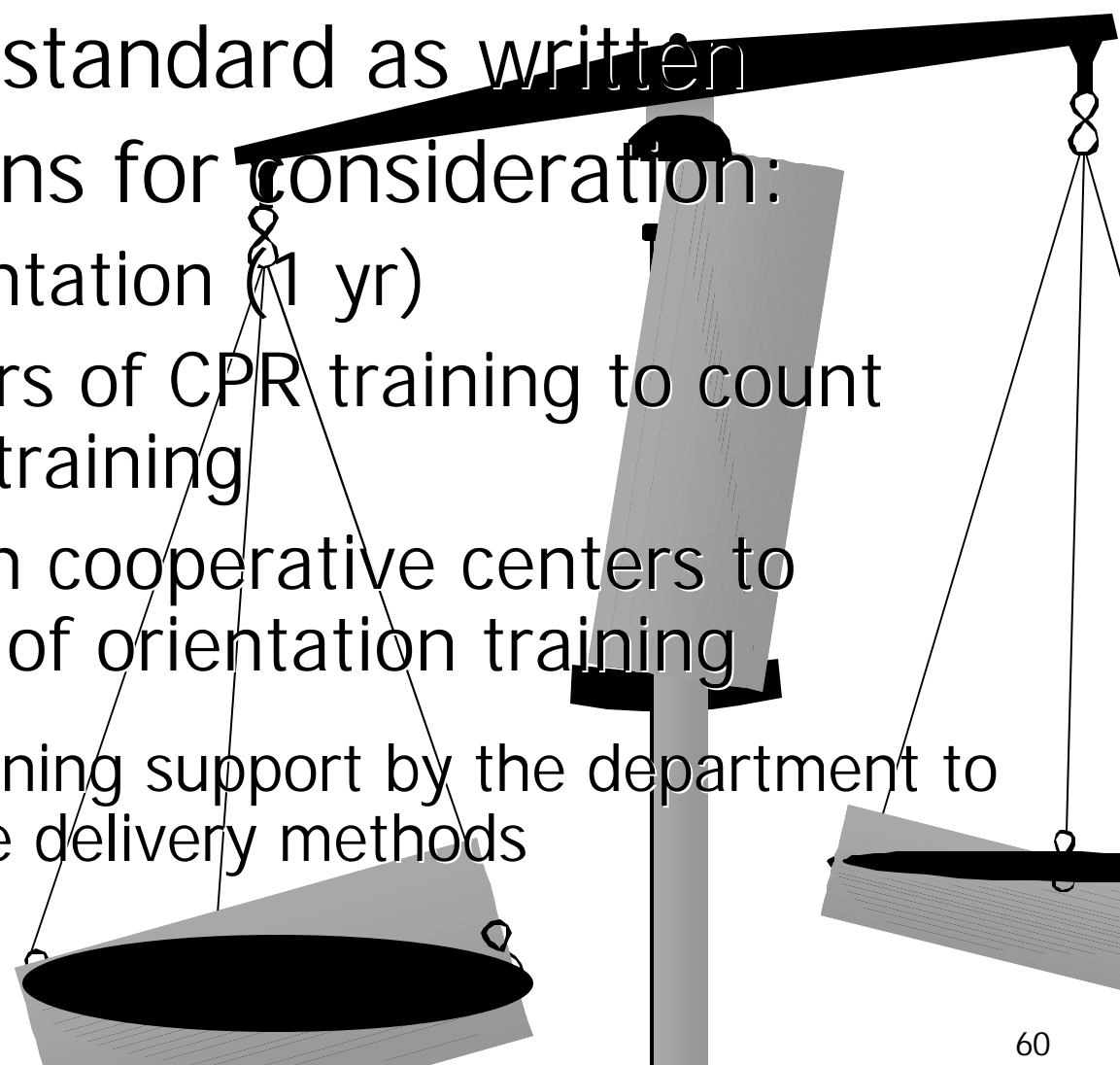


Recommendations / Options

Staff training

- Keep proposed standard as written
- Additional options for consideration:
 - ☞ Delay implementation (1 yr)
 - ☞ Allow up to 2 hrs of CPR training to count toward annual training
 - ☞ Allow parents in cooperative centers to complete 2 hrs of orientation training

Note: Increased training support by the department to include alternative delivery methods



Recommendations / Options

Program Leader Training

- Keep proposed standard as written
- Additional options for consideration:
 - ☞ Delay implementation (1 yr)
 - ☞ Lengthen time to meet new standard to 4 yrs

Note: Allows portion of training to be completed via in-service options under qualified trainers

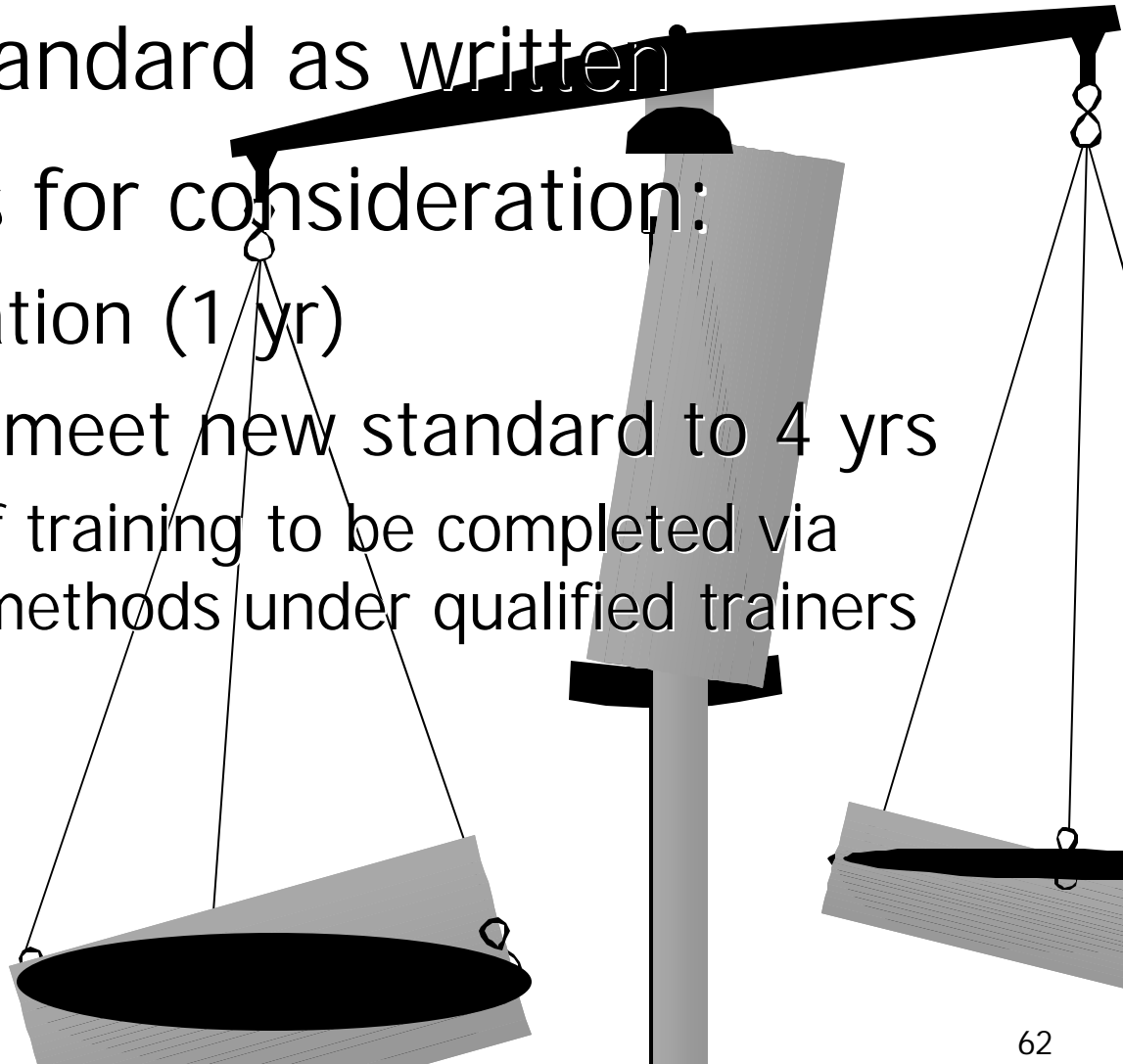


Recommendations / Options

Program Director Training

- Keep proposed standard as written
- Additional options for consideration:
 - ☞ Delay implementation (1 yr)
 - ☞ Lengthen time to meet new standard to 4 yrs

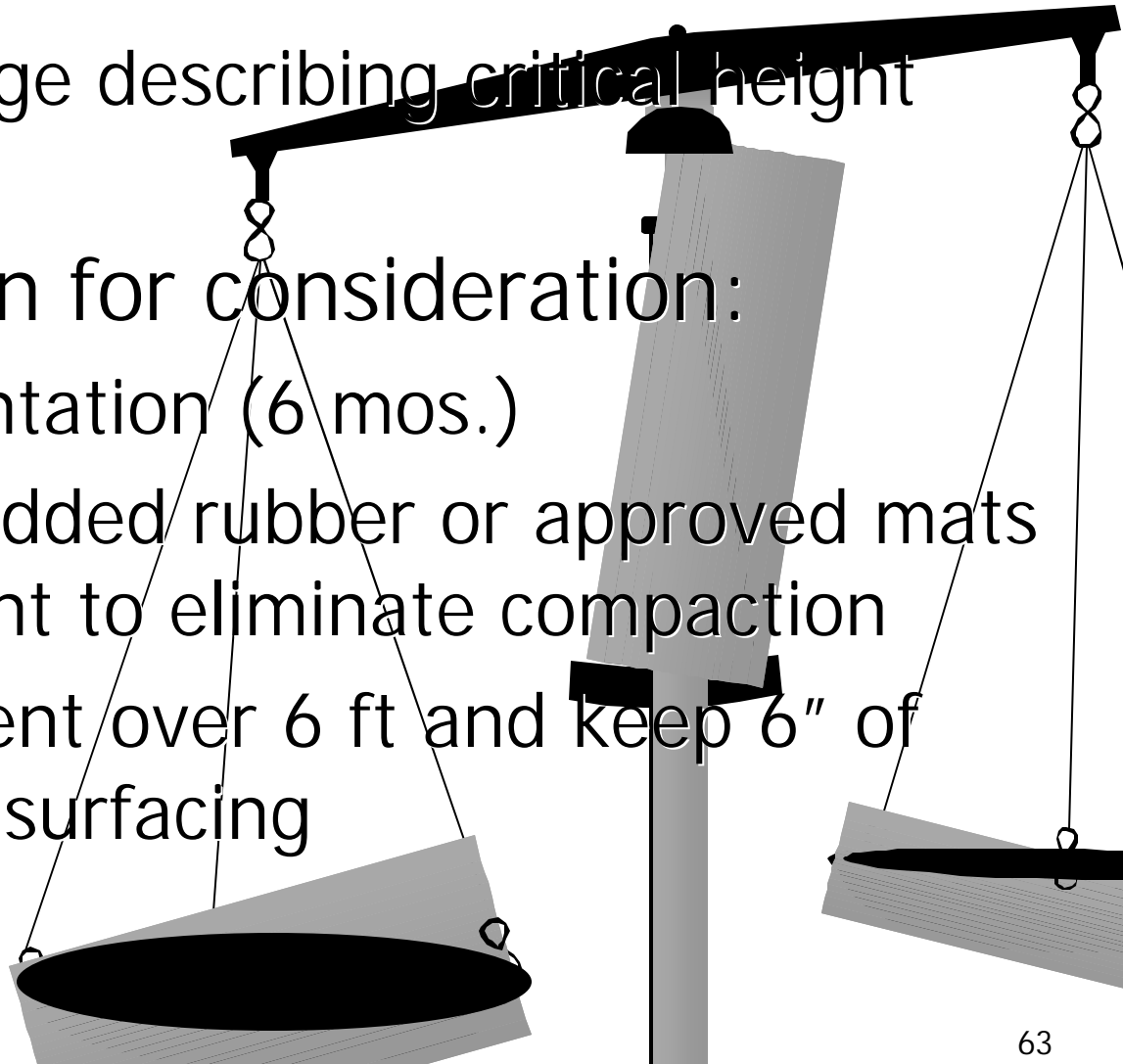
Note: Allows portion of training to be completed via alternative delivery methods under qualified trainers



Recommendations / Options

Playground

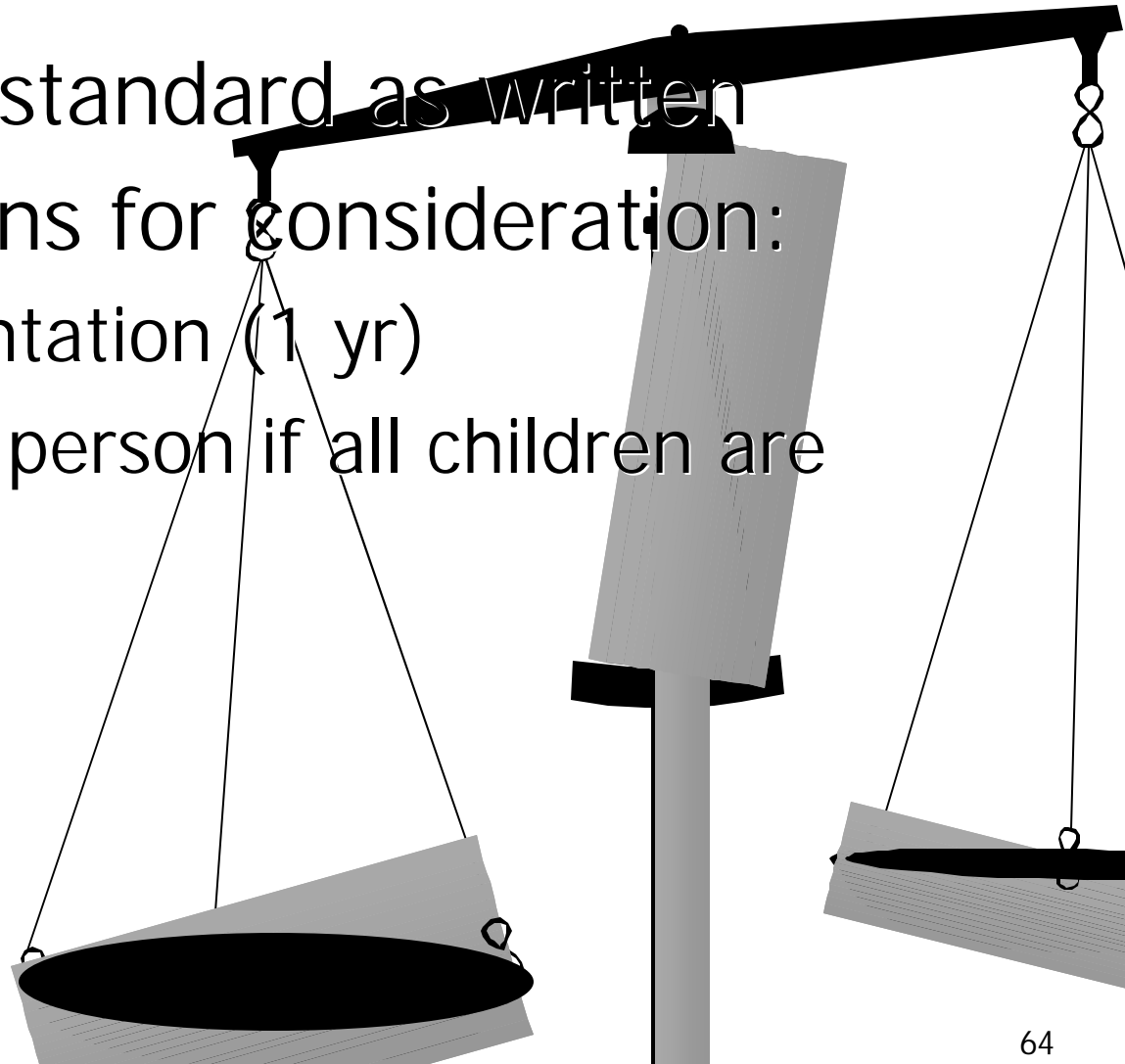
- ☞ Simplify language describing critical height value
- Additional option for consideration:
 - ☞ Delay implementation (6 mos.)
 - ☞ Require 6" shredded rubber or approved mats under equipment to eliminate compaction
 - ☞ Ban all equipment over 6 ft and keep 6" of any acceptable surfacing



Recommendations / Options

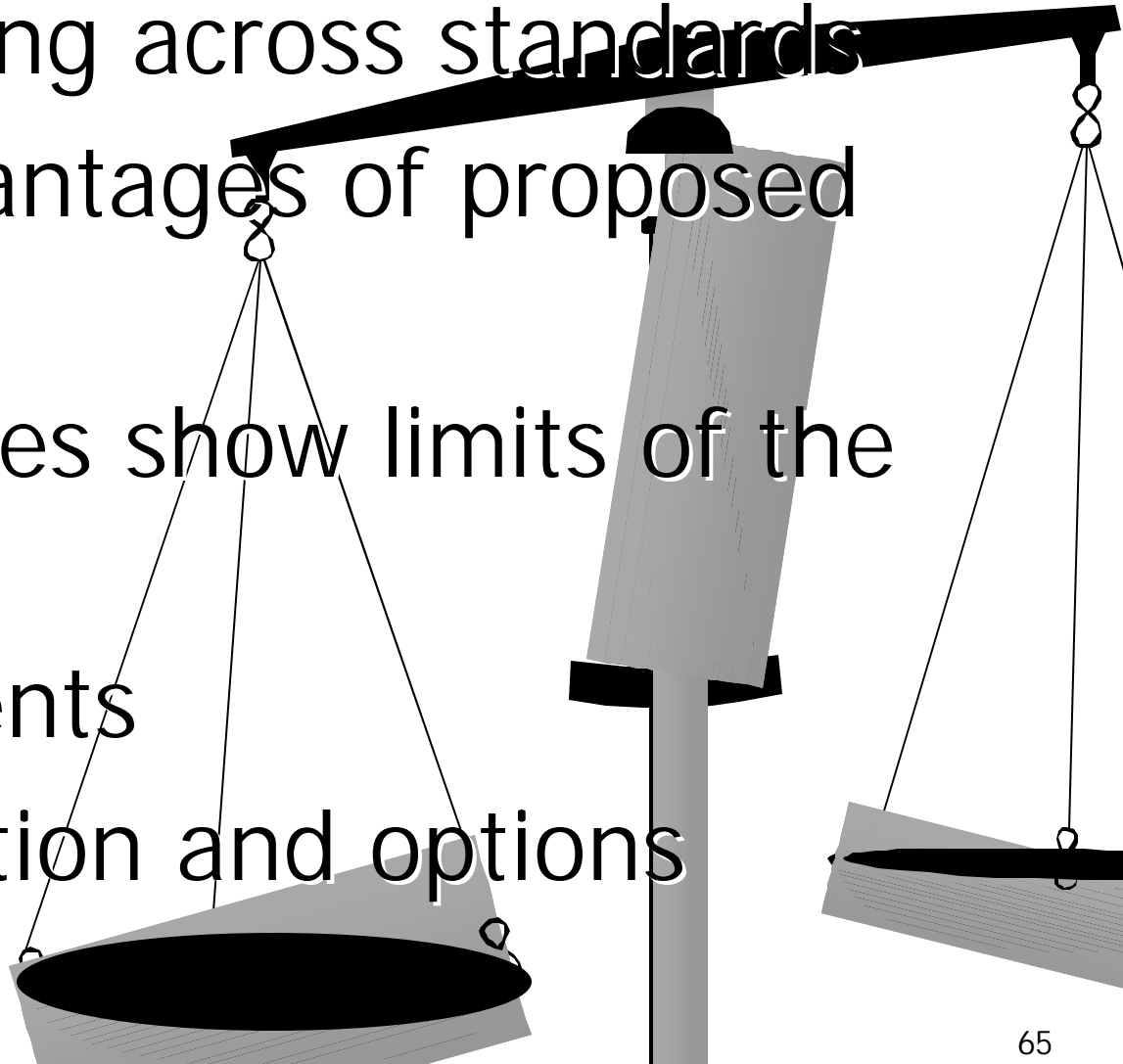
Transportation

- Keep proposed standard as written
- Additional options for consideration:
 - ☞ Delay implementation (1 yr)
 - ☞ Eliminate extra person if all children are school-age



Summary

- National ranking across standards
- Empirical advantages of proposed standards
- Impact analyses show limits of the effects
- Public Comments
- Recommendation and options



Challenges

To see beyond all the formal language and tedious processes. To see, instead, the impact of regulations:

- On the safety and optimum development of young children
- On their families
- On the *future of Virginia*

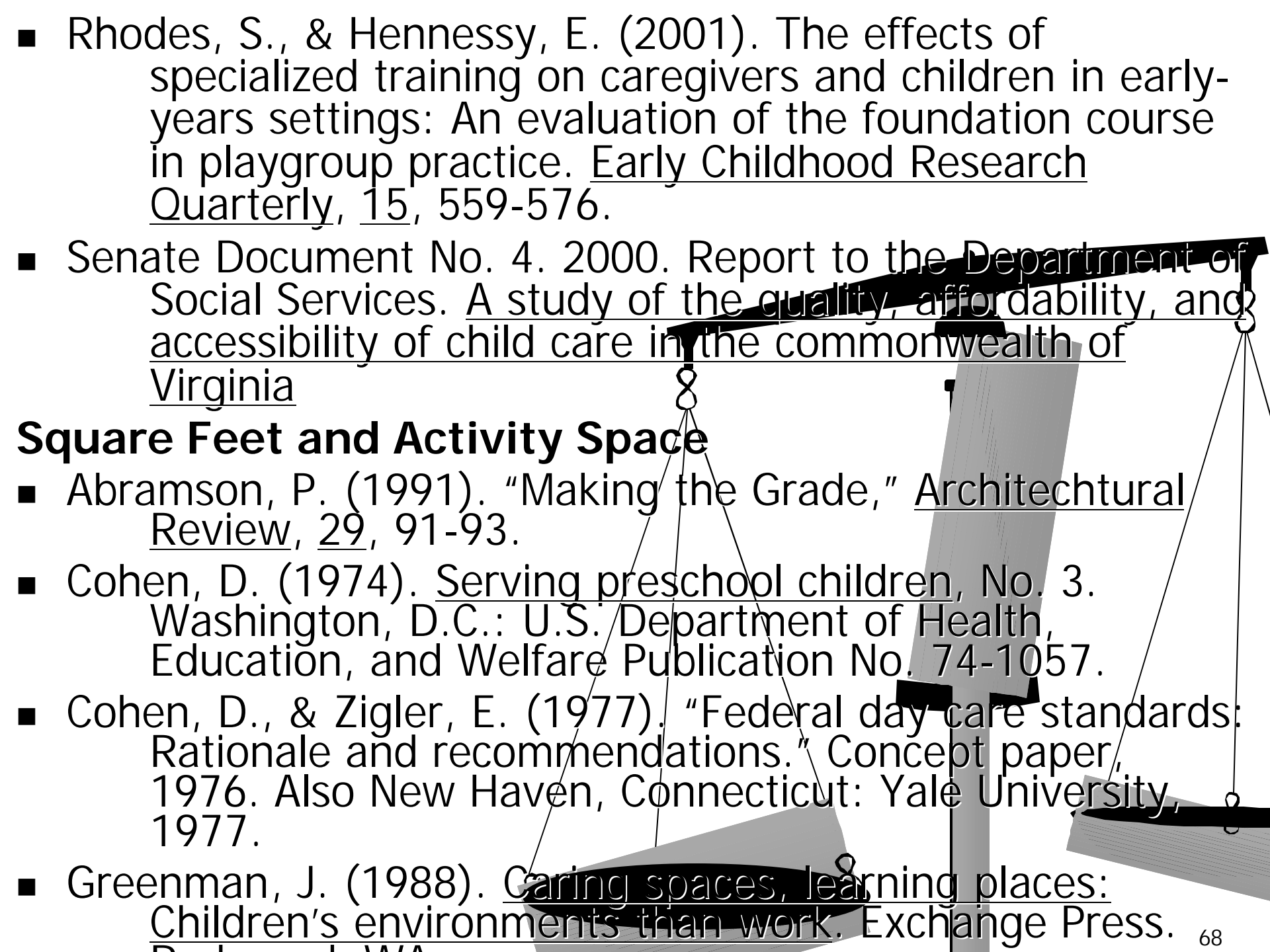


Remember who is watching, waiting, and depending on you for good days and *better tomorrows*

References

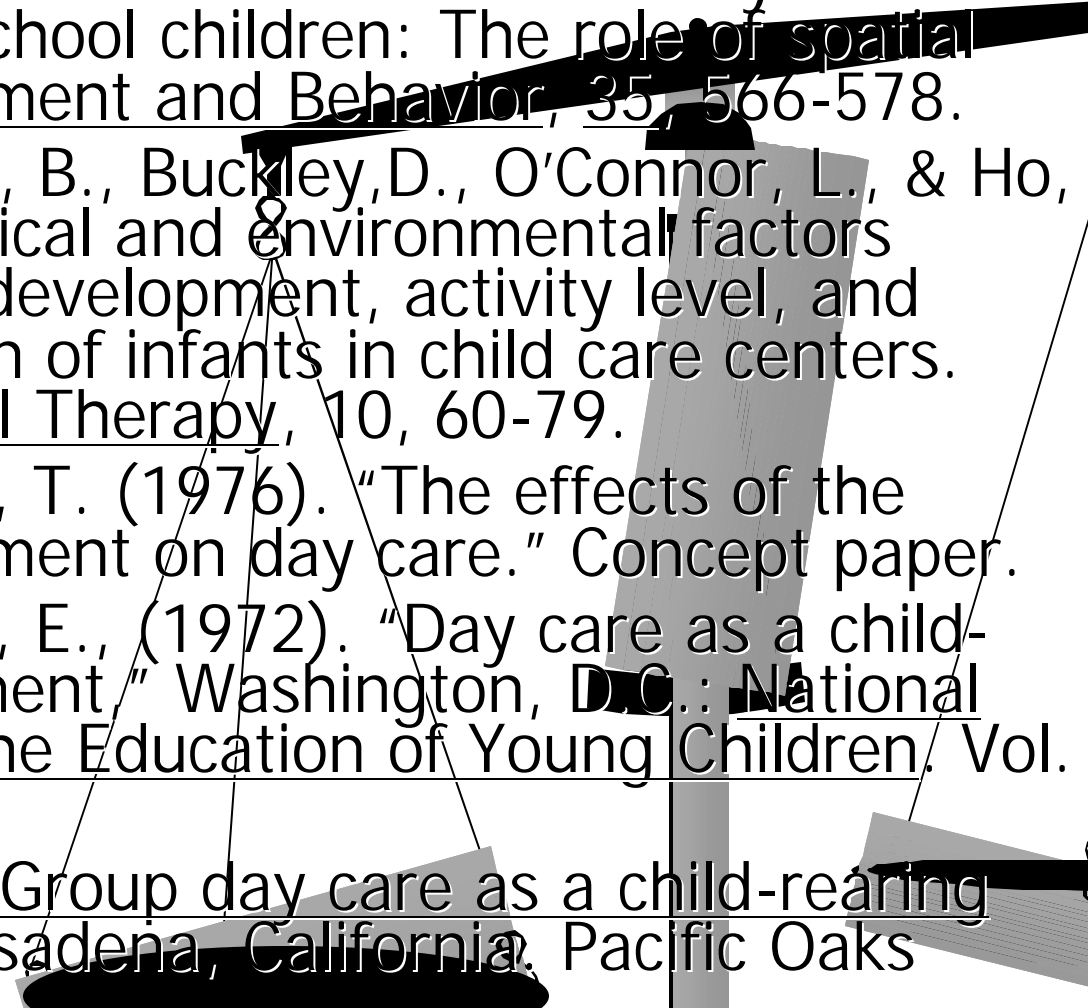
■ **Caregiving Training and Education, and Ratios**

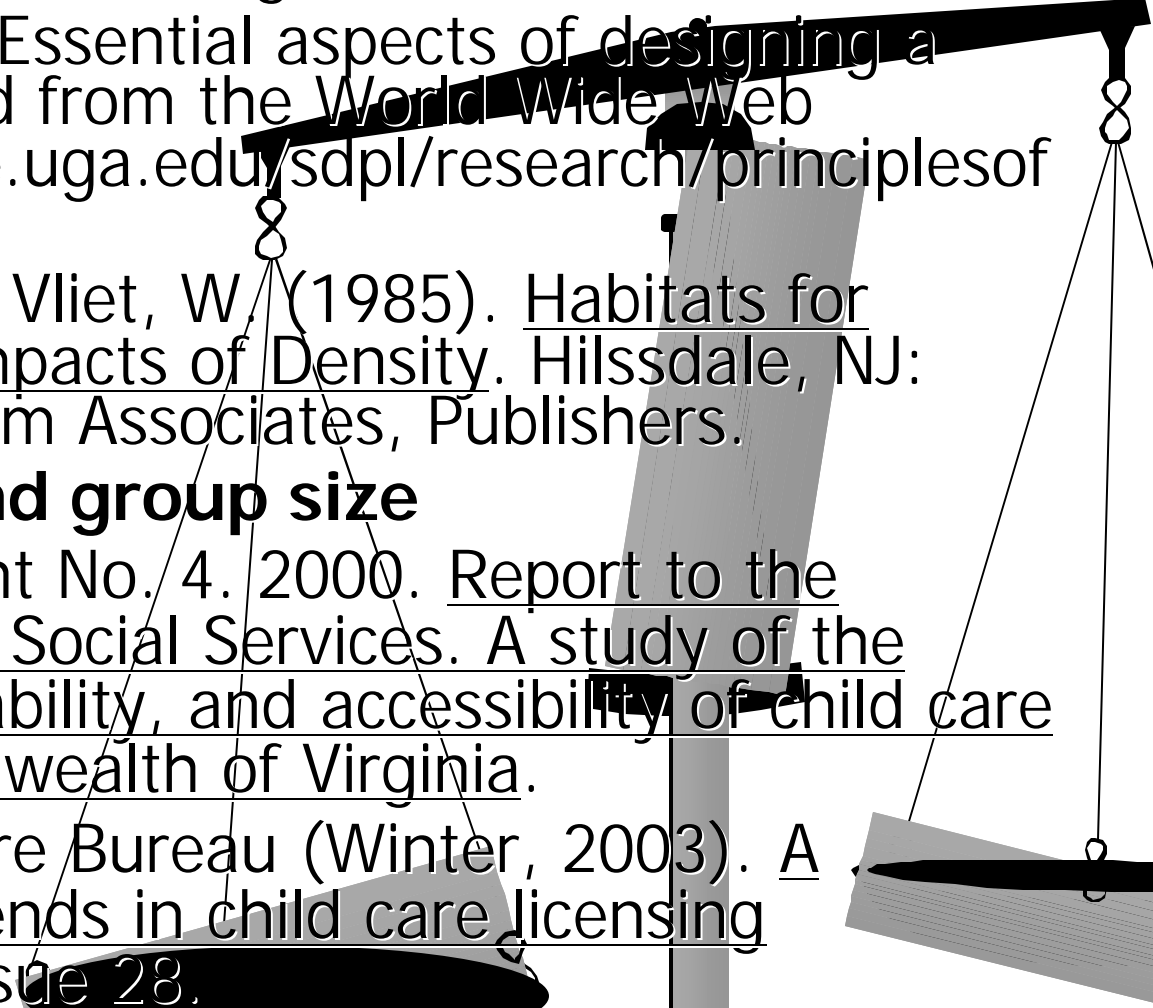
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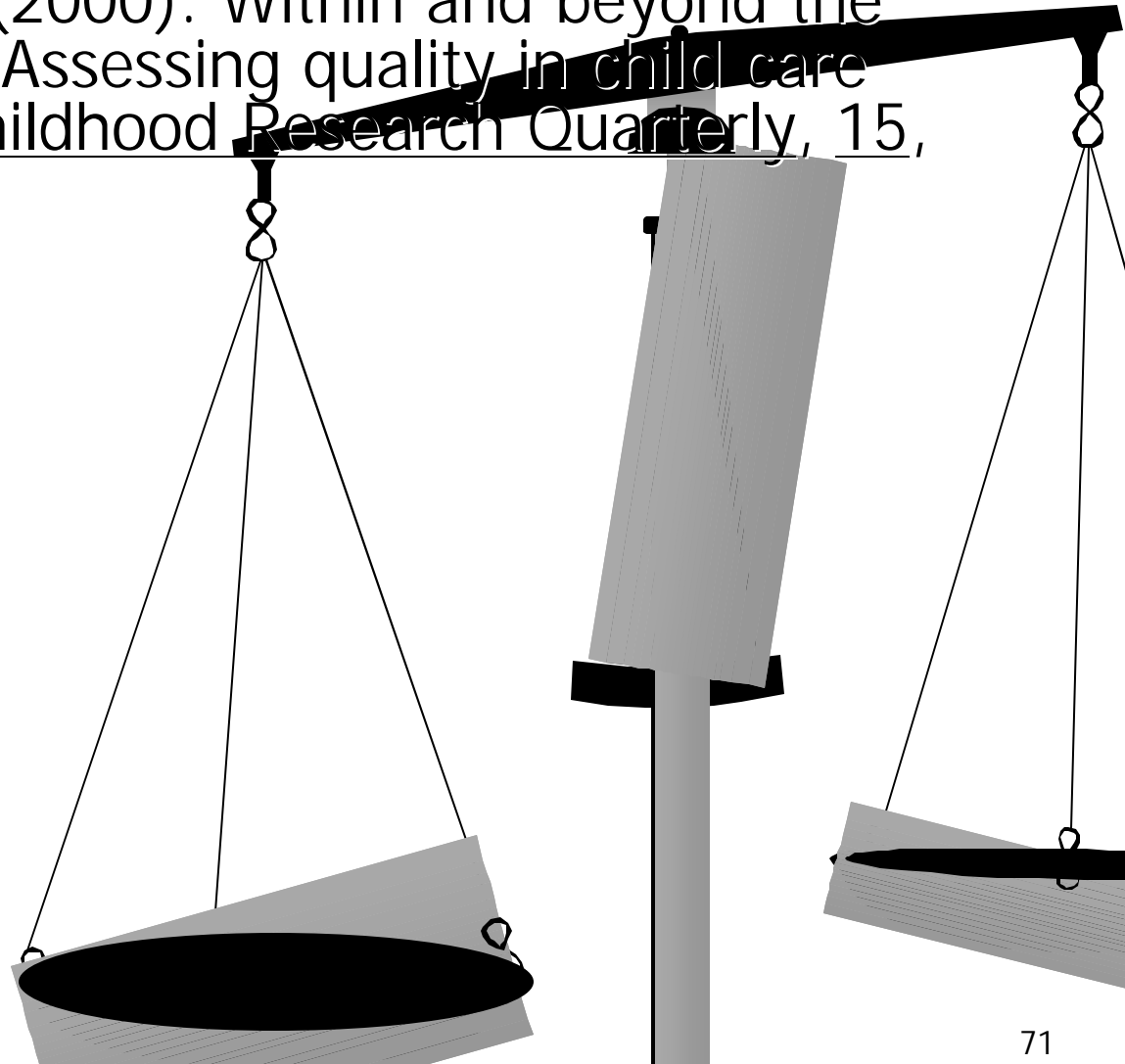
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Attachment C

Final Child Care Regulation

Implementation of Key Standards

**Minimum Standards for Licensed Child Day Centers
22 VAC 15-30**

Implementation of Key Standards

Standard	Current Regulation for Licensed Child Day Centers	Final Regulation for Licensed Child Day Centers Adopted by the Child Day-Care Council
Child-Staff Ratios	2 to 4 years = 10:1 4 years to the age of eligibility to attend public school (5 years by September 30) = 12:1 School-age = 20:1 Balanced mixed-age (3-6 years) = 15:1	2 year olds = 8:1 3 year olds to the age of eligibility to attend public school (5 years by September 30) = 10:1 (<i>no change for 3 year olds</i>) Age of eligibility to attend public school through eight years = 18:1 9 through 12 years = 20:1 Balanced mixed-age = 14:1 Effective one year after regulation becomes effective.
Square Footage Per Child	There must be 25 square feet of indoor space available per child older than 16 months. There must be 35 square feet of indoor space available for infants from birth to 16 months.	Applicants and current licensees who add new additions must have 35 square feet of indoor wall-to-wall space per child three years after the effective date of the regulation. At the ninth year after the effective date of the regulation, current licensees must provide 35 square feet of indoor wall to-wall space per child.
Initial Qualifications and Preservice Training Directors	<u>Directors</u> 1. A graduate degree in a child-related field and six months of programmatic experience; or 2. An endorsement or bachelor's degree in a child-related field and one year of programmatic experience; or 3. Forty-eight semester hours of college credit in a child-related field and one year of programmatic experience; or 4. Two years of programmatic experience with one year in a staff supervisory capacity and at least one of the following educational backgrounds: a. A one-year early childhood certificate that consists of at least 30 semester hours; b. A child development credential; or c. A certification of qualification from an internationally or nationally	<u>Directors</u> Three years after the effective date of the regulation, program directors that qualify using the fifth criterion must meet a qualification as stated in numbers one through four. Current directors must begin working toward one of the other criteria. In addition, these same program directors must complete 120 hours of training during their three years of programmatic experience. Ten hours of management training are required for directors without management experience. New directors with at least six months of prior management experience do not have to meet this training requirement.

Standard	Current Regulation for Licensed Child Day Centers	Final Regulation for Licensed Child Day Centers Adopted by the Child Day-Care Council
	<p>recognized Montessori organization; or</p> <p>5. Three years of programmatic experience with one year in a staff supervisory capacity and a high school diploma or G.E.D. or verification of completion of a home school program approved by the state.</p>	
<p>Initial Qualifications and Preservice Training</p> <p>Program Leaders</p>	<p><u>Program Leaders</u></p> <p>1. Three months of programmatic experience and at least one of the following educational backgrounds:</p> <p>a. A one year early childhood certificate that consists of at least 30 semester hours;</p> <p>b. A child development credential; or</p> <p>c. A teaching diploma from an internationally or nationally recognized Montessori organization; or</p> <p>2. A high school diploma or G.E.D. or verification of completion of a home school program approved by the state, and six months of supervised programmatic experience. Within one month after being promoted or beginning work, a minimum of 12 hours of training related to the care of children.</p>	<p><u>Program leaders</u></p> <p>A qualified program leader must have fulfilled a high school program completion or the equivalent of such.</p> <p>Training hours required for program leaders will gradually increase, such that three years after the effective date of the regulation, 24 hours of training would be required. Child-related training taken within six months of becoming a program leader can count toward the required hours of training.</p>
<p>Ongoing Training</p>	<p>Annual training for all staff who work directly with children = 8 hours</p> <p>There must always be at least one staff member on duty who has obtained instruction in performing the daily health observation of children; training must be updated every three years.</p>	<p>Annual training for all staff who work directly with children = 10 hours</p> <p>In addition, the amount of annual training hours required for all staff will gradually increase, such that three years after the effective date of the regulation, 16 hours of annual training would be required.</p> <p><u>Two years</u> after the effective date of the regulation, prescribed or over-the-counter medications must be administered by a staff member who has completed a course approved by DSS. Staff required to have the training must be retrained every three years, with interim</p>

Standard	Current Regulation for Licensed Child Day Centers	Final Regulation for Licensed Child Day Centers Adopted by the Child Day-Care Council
		refresher training and practice demonstrations.