

Findings from...

The 2005 Child Care Licensing Study

The 2005 Child Care Licensing Study was produced by the National Association for Regulatory Administration (NARA) and the National Child Care Information and Technical Assistance Center (NCCIC).

**Table J:
Minimum Preservice Qualifications for
Center Staff Roles in 2005***

State	Center Staff Role				
	Director	Master Teacher	Teacher	Assistant Teacher	Aide
Alabama	Clock hours in ECE	NR	Clock hours in ECE	At least an 8th grade education	At least an 8th grade education
Alaska	CDA credential	CDA credential	Demonstrated competency in child care	NR	NR
Arizona	Clock hours in ECE	NR	High school diploma or GED and experience	Enrolled in high school or GED program	High school STRIVE program
Arkansas	High school diploma or GED	NR	Enrolled in GED program	NR	NR
California	Credit hours in ECE	CDA and experience	Regional occupation program certificate and clock hours in ECE	NR	Credit hours in ECE
Colorado	Credit hours in ECE	NR	Experience	Experience	No preservice qualifications
Connecticut	CDA credential	CDA credential	High school diploma or GED	No preservice qualifications	NR

Findings from the 2005 Child Care Licensing Study

State	Center Staff Role				
	Director	Master Teacher	Teacher	Assistant Teacher	Aide
Delaware	CDA credential	NR	Completion of a vocational child care program	No preservice qualifications	NR
District of Columbia	2 years of college with course work in ECE	NR	CDA credential	Experience (with high school diploma/GED)	No preservice qualifications
Florida	State director credential	CDA credential	Clock hours in ECE within 1 year of employment	NR	NR
Georgia	High school diploma or GED	NR	Experience (with high school diploma/GED)	No preservice qualifications	NR
Hawaii	CDA credential	NR	CDA credential	CDA credential	Orientation training
Idaho	NL	NL	NL	NL	NL
Illinois	Credit hours in ECE	NR	CDA or CCP credential	High school diploma or GED	No preservice qualifications
Indiana	Associate degree in ECE	CDA credential	High school diploma or GED	NR	NR
Iowa	Clock hours in ECE	NR	No preservice qualifications	NR	NR
Kansas	CDA credential	NR	Observation in licensed preschools or child care centers	No preservice qualifications	NR
Kentucky	Experience (with high school diploma/GED)	NR	No preservice qualifications	NR	NR

Findings from the 2005 Child Care Licensing Study

State	Center Staff Role				
	Director	Master Teacher	Teacher	Assistant Teacher	Aide
Louisiana	Diploma from a vocational child care training program	NR	No preservice qualifications	No preservice qualifications	NR
Maine	Clock hours in ECE	NR	Experience	Enrolled in high school or GED program	Enrolled in high school or GED program
Maryland	Clock hours in ECE	NR	Clock hours in ECE and experience	NR	No preservice qualifications
Massachusetts	CDA credential and additional credit hours in ECE	CDA credential and additional credit hours in ECE	Graduate of a vocational program in ECE	High school diploma or GED	NR
Michigan	CDA credential and additional credit hours in ECE	NR	No preservice qualifications	NR	NR
Minnesota	Clock hours in ECE	NR	CDA credential	CDA credential	No preservice qualifications
Mississippi	CDA credential or director credential	NR	Experience	No preservice qualifications	NR
Missouri	CDA credential and additional credit hours in ECE	NR	No preservice qualifications	NR	NR
Montana	Experience	NR	Experience	NR	Experience

Findings from the 2005 Child Care Licensing Study

State	Center Staff Role				
	Director	Master Teacher	Teacher	Assistant Teacher	Aide
Nebraska	High school diploma or GED	NR	Experience	Experience	No preservice qualifications
Nevada	CDA credential	NR	No preservice qualifications	NR	NR
New Hampshire	CDA credential	CDA credential	Completion of a vocational child care course	No preservice qualifications	NR
New Jersey	Bachelor degree	Bachelor degree	CDA or CCP credential	NR	NR
New Mexico	Vocational certificate	NR	Clock hours in ECE	NR	NR
New York	CDA credential and experience	CDA credential	Experience (with high school diploma/GED)	NR	NR
North Carolina	Experience (with high school diploma/GED)	Experience (with high school diploma/GED)	Experience (with high school diploma/GED)	NR	No preservice qualifications
North Dakota	CDA credential	NR	No preservice qualifications	NR	NR
Ohio	CDA credential	NR	No preservice qualifications	NR	NR
Oklahoma	State director credential and experience	Oklahoma Competency Certificate in ECE	Completion of the 10th grade and enrolled in GED program	Enrolled in high school or GED program	No preservice qualifications
Oregon	Experience	Experience	Experience	Experience	No preservice qualifications

Findings from the 2005 Child Care Licensing Study

State	Center Staff Role				
	Director	Master Teacher	Teacher	Assistant Teacher	Aide
Pennsylvania	Associate degree with credit hours in ECE	Associate degree with credit hours in ECE	High school diploma or GED and experience	At least an 8th grade education	NR
Rhode Island	CDA credential and additional credit hours in ECE	Bachelor degree and additional credit hours in ECE	Experience (with high school diploma/GED)	NR	Enrolled in high school or GED program
South Carolina	Experience (with high school diploma/GED)	NR	High school diploma	No preservice qualifications	NR
South Dakota	No preservice qualifications	NR	No preservice qualifications	No preservice qualifications	NR
Tennessee	Clock hours in ECE	NR	High school diploma or GED	NR	NR
Texas	State director credential	NR	Experience (with high school diploma/GED)	Completion of a vocational program	Enrolled in vocational program
Utah	CDA, NAC, or CCP credential	NR	High school diploma or GED	No preservice qualifications	NR
Vermont	CDA credential	Teacher licensure	CDA credential	Clock hours in ECE	Enrolled in vocational program
Virginia	Clock hours in ECE and experience	NR	Clock hours in ECE within 1 month of employment	No preservice qualifications	NR
Washington	CDA credential	NR	Experience (with high school diploma/GED)	No preservice qualifications	NR

Findings from the 2005 Child Care Licensing Study

State	Center Staff Role				
	Director	Master Teacher	Teacher	Assistant Teacher	Aide
West Virginia	Experience (with high school diploma/GED)	Experience	Experience	WV Training Certificate in ECE and experience	Enrolled in West Virginia Training Certificate in ECE program
Wisconsin	Clock hours in ECE	NR	Clock hours in ECE	Clock hours in ECE within 6 months of employment	NR
Wyoming	Clock hours in ECE	NR	No preservice qualifications	NR	NR

Key:

CDA=Child Development Associate Credential awarded by the Council for Professional Recognition

CCP=Certified Child Care Professional Credential awarded by the National Child Care Association

ECE=Early childhood education

GED=General Educational Development Test

NAC=National Administrators Credential awarded by the National Child Care Association

NL=Facility not licensed

NR=Role not regulated

***Note:**

The information reported in this table is the general type of minimum qualifications required for center staff roles, such as clock hours, credit hours, CDA credentials, experience, etc. Information on the amount of required training, education, and experience for all qualification alternatives is available in the Data Profiles for State Child Care Center Staff Qualifications.