Maryland Child Care Center – Staff Requirements

Note: An individual who qualified before July 1, 2008 for any staff position and has been continuously employed since that time, at the same or another child care program, qualifies for the position.

Position	Age	Education	Course Work	Experience[1]	Other Requirements	Continued Training
Aide	16	None	None	None	Within 6 months after hire complete an orientation session	6 clock hours[6]
Assistant Child Care Teacher (School-age)	18	• High school diploma, certificate of high school equivalency, **or** • Successful completion of college courses for credit	3 semester or 45 clock hours or equivalent of approved coursework relating to school age children, and→ **OR** 15 clock hrs of approved college coursework, and→ **OR** No coursework, and→	400 hours[3] working with school age children in an approved setting[4] 600 hours[3] working with school age children in an approved setting[4] 800 hours[3] working with school age children in an approved setting[4]	• At least 9 clock hours of approved training in communicating with staff, parents and the public[5]	6 clock hours[6]
Child Care Teacher **Infant/Toddler**	19	• High school diploma, certificate of high school equivalency, **or** • Successful completion of college courses for credit	• 6 semester, 90 clock hours[7] or equivalent of approved early childhood coursework[2], and • 3 semester, 45 clock hours or the equivalent of approved infant/toddler coursework **OR** • 6 semester, 90 clock hours[7] or equivalent of infant/toddler specific coursework	• 1 year of experience working with infants/toddlers and/or preschoolers in an approved setting[4] **or** • 1 year of college (30 semester hours), **or** • Combination of experience and college equal to 1 year	• At least 9 clock hours of approved training in communicating with staff, parents and the public[5] • Approved training in supporting breastfeeding practices. • 3 clock hours in ADA Compliance	12 clock hours[6]
Child Care Teacher **Preschool**	19	• High school diploma, certificate of high school equivalency, **or** • Successful completion of college courses for credit	• 6 semester, 90 clock hours[7] or equivalent of approved early childhood coursework[2]	• 1 year of experience working with preschoolers in an approved setting[4] **or** • 1 year of college (30 semester hours), **or** • Combination of experience and college that equals 1 year	• At least 9 clock hours of approved training in communicating with staff, parents and the public[5] • 3 clock hours in ADA Compliance	12 clock hours[6]

1 – If approved or certified to teach (Infant/Toddler and Preschool N, K-3 or School-Age K, 1-8) no experience is required.

2 – This requirement may be met through the following alternatives: Hold the Child Development Associate (CDA) Credential issued by the Council for Professional Recognition, Hold an Associates or higher degree with approved coursework in early childhood education, Approved as a teacher for grades Nursery-3, **or** Hold a teaching certificate from MSDE or any other state for early childhood in grades N-3

3 – One year (30 semester hours) may be substituted for up to 400 hours of experience.

4 – Approved setting means - licensed child care center, nursery school, church operated school, recreation and park program, registered family child care home or similar setting

5 – May be met through the successful completion of at least 1 academic college course taken for credit

6 – Continued training is to be completed each year of employment according to the Professional Development Plan, with a minimum of one-half in the Core of Knowledge and a maximum of one-half in elective training.

7- Must consist of 45 hrs of "Curriculum" and 45 hrs of "Child Development"

Effective – January 1, 2009 (Chart revised August 2016)

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Child Care Teacher **School-age**	19	• High school diploma, certificate of high school equivalency, **or** • Successful completion of college courses for credit	6 semester, 90 clock hours[7] or equivalent of approved school-age coursework, and one of these area of experience ⟶	• And 400 hrs. of experience working with school-age children in an approved setting[4] **or** • 1 year of college (30 semester hours), **or** A combination of experience and college that equals 1 year	• At least 9 clock hours of approved training in communicating with staff, parents and the public[5] • 3 clock hours in ADA Compliance	12 clock hours[6]
			Or Approved as a teacher or educational Director for kindergarten or grades 1-8,	None Required		
			Or Hold a teaching certificate from MSDE or any other state for kindergarten or grades 1-8,	None required		
			Or Bachelor's degree in early childhood education, elementary education, special education, or child development, . . .	None required		
			Or Bachelor's degree in any academic subject and has . . . ⟶	1,800 hours of experience working with school-age children in an approved setting		

1 – If approved or certified to teach (Infant/Toddler and Preschool N, K-3 or School-Age K, 1-8) no experience is required.

2 – This requirement may be met through the following alternatives: Hold the Child Development Associate (CDA) Credential issued by the Council for Professional Recognition, Hold an Associates or higher degree with approved coursework in early childhood education, Approved as a teacher for grades Nursery-3, **or** Hold a teaching certificate from MSDE or any other state for early childhood in grades N-3

3 – One year (30 semester hours) may be substituted for up to 400 hours of experience.

4 – Approved setting means - licensed child care center, nursery school, church operated school, recreation and park program, registered family child care home or similar setting

5 – May be met through the successful completion of at least 1 academic college course taken for credit

6 – Continued training is to be completed each year of employment according to the Professional Development Plan, with a minimum of one-half in the Core of Knowledge and a maximum of one-half in elective training.

7- Must consist of 45 hrs of "Curriculum" and 45 hrs of "Child Development"

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