

### The 4th “R” Program Qualifications

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CA Code of Regulations, Title 22, Division 12, Article 6, Section 101215.1(h). To be a fully qualified **Child Care Center Director (Program Supervisor, Program Coordinator or Program Developer)**, an employee shall have one of the following, with passing grades from an accredited or approved college or university:

- (1) High school graduation or GED; PLUS 3 semester (or equivalent quarter units) in “administration or staff relations” PLUS 12 semester units in “early childhood education and development,” PLUS at least 4 years teaching experience in a licensed child care center or comparable group child care program. The 12 semester units are courses that cover the general areas of child growth and development, or human growth and development; child, family and community, or child and family; and program/curriculum.
- (2) An associate of arts degree with a major or emphasis in “early childhood education or child development”; PLUS 3 semester (or equivalent quarter units) in “administration or staff relations”; PLUS at least 2 years of teaching experience in a licensed child care center or comparable group child care program.
- (3) A bachelor's degree with a major or emphasis in “early childhood education or child development”; PLUS 3 semester (or equivalent quarter units) in “administration or staff relations”; PLUS at least 1 year of teaching experience in a licensed child care center or comparable group child care program.
- (4) Either a Child Development Site Supervisor or Child Development Program Director Permit issued by the California Commission on Teacher Credentialing.

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CA Code of Regulations, Title 22, Division 12, Article 6, Section 101216.1(c). To be a fully qualified **Child Care Center Teacher (Program Leader)**, an employee shall have one of the following, with passing grades from an accredited or approved college or university:

- (1) 12 semester (or equivalent quarter units) in “early childhood education or child development”; PLUS at least 6 months of work experience in a licensed child care center or comparable group child care program. The 12 semester units are courses that cover the general areas of child growth and development, or human growth and development; child, family and community, or child and family; and program/curriculum. The work experience shall be verified as having been performed satisfactorily, at least 3 hours per day for a minimum of 50 days in a six-month period, as a paid or volunteer staff member under the supervision of a person who would qualify as a teacher or director under this chapter.
- (2) A current and valid Child Development Associate (CDA) credential with the appropriate age-level endorsement issued by the CDA National Credentialing Program of the Council for Early Childhood Professional Recognition; and at least six months of on-the-job training and/or work experience in a licensed child care center or comparable group child care program.

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**The required coursework must meet the following per Health and Safety Code Section 1597.21(b) for “early childhood education or child development”:**

- (1) Recreation, which includes, but is not limited to art, music, and dance.
- (2) Physical Education, which includes, but is not limited to indoor and outdoor sports activities.
- (3) Human services and social welfare, which includes, but is not limited to nursing, psychology, sociology, or home economics.
- (4) Units earned toward an elementary or middle school teaching credential.
- (5) Early childhood education, child development or school-age child units.

Per the State Department of Social Services Guidelines, other courses that are applicable include:

- (6) Community health, welfare and recreation services for families.
- (7) Race culture (i.e., Asian, Black, Hispanic) family life courses.

Courses that would not qualify because they are “too general to meaningfully address development issues” include: Introduction to Psychology, Child Welfare, and Introduction to Sociology, Math,” and art and literature classes “not geared toward education.”

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Additional Applicant Requirements per CA Code of Regulations, Title 22, Division 12, Article 6, Sections 101215.1 and 101216 and Health and Safety Code Section 1596.866:

- California Child Care Preventative Health and Safety Training
- California Child Care CPR and First Aid
- Finger prints that clear FBI and DOJ

Under SB 792, employees are required to have the following immunizations:

- Tdap [tetanus, diphtheria, and pertussis (whooping cough)]
- MMR [measles, mumps and rubella]
- Influenza [optional]