

Date of Hearing: March 20, 2024

ASSEMBLY COMMITTEE ON EDUCATION
Al Muratsuchi, Chair
AB 1930 (Reyes) – As Introduced January 25, 2024

SUBJECT: Teaching credentials: Child Development Associate Teacher Permit: renewal

SUMMARY: Requires the Commission on Teacher Credentialing (CTC) to authorize a holder of a Child Development Associate Teacher permit to renew their permit without a limit on the number of renewals, provided they complete the required hours of professional growth activities, as specified. Specifically, **this bill:**

- 1) Requires the CTC to authorize a holder of a Child Development Associate Teacher permit to renew their permit without a limit on the number of renewals, provided they complete the required hours of professional growth activities.

EXISTING LAW:

- 1) Requires the CTC to establish the requirements for the following:
 - a) The issuance and the renewal of permits authorizing service and supervision in the care, development, and instruction of children in childcare and development programs, as well as the issuance of emergency permits for this purpose; and
 - b) The periods of duration of the permits. (Education Code (EC) 8301)
- 2) Requires applicants for a Child Development Permit of any type, or any renewal, to submit an application to the CTC, or to the county office of education (COE) in which they are employed, and requires the application to be accompanied by a fingerprint clearance, the applicable fees, transcripts, verification of training completed through CTC-approved non-college based training, if appropriate. (California Code of Regulations (CCR) Title 5, Section 80107)
- 3) Requires applicants for a Child Development Associate Teacher Permit to comply with the application requirements specified in (2) above, and in addition, requires the applicant to meet one of the following:
 - a) Completion of a minimum of 12 units in early childhood education/child development and 50 days of experience in an instructional capacity in a childcare and development program, working at least three hours per day within the last two years;
 - b) Completion of the Child Development Associate Credential; or
 - c) Completion of equivalent training approved by the CTC, which may include traditional college coursework and CTC-approved alternative education programs. (5 CCR 80111)
- 4) Requires that a Child Development Associate Teacher Permit only be renewed once and be held for no more than 10 years. (5 CCR 80111)

- 5) Authorizes the holder of a Child Development Associate Teacher Permit to provide service in the care, development, and instruction of children in a childcare and development program, and to supervise a Child Development Assistant Permit Holder and an aide. (5 CCR 80111)

FISCAL EFFECT: Unknown

COMMENTS:

Need for the bill. According to the author, “AB 1930 addresses staffing shortages in early learning and care programs, by removing restrictions on Child Development Associate Teacher permit renewals. Associate Teachers provide important support in classrooms and critical care for our children. For many, they are not seeking a higher position. However, the Associate Teacher Permit can only be renewed once after five years, and permit holders must progress to a Child Development Teacher Permit within ten years or lose their permit. It is the only permit that restricts individuals to one renewal, and this means that these individuals can work for a maximum of ten years as Associate Teachers and then must either meet the requirements for a Teacher Permit, leave their position, or leave the field altogether. For some experienced Associate Teacher Permit holders, this forces a change they are not seeking. Some may choose not to pursue another permit level. For providers, it results in the loss of experienced valuable staff. AB 1930 requires that the CTC authorize Child Development Associate Permit holders to renew their permits without a limitation on the number of renewals if the permit holder completes professional development and early childhood education unit requirements.”

Child development permit matrix:

| Title | Education Requirements | Experience Requirements | Authorization | 5-year Renewal |
|--------------------------|--|---|---|---|
| Assistant | 6 units of Early Childhood Education (ECE) or child development (CD) | None | Assist in the instruction of children under supervision of Associate Teacher or above | 105 hours of professional growth |
| Associate Teacher | 12 units ECE/CD | 50 days of 3+ hrs/day within 2 years | May provide instruction and supervise Assistant | One renewal with 15 units; must meet Teacher Permit requirements within 10 yrs |
| Teacher | 24 units ECE/CD, + 16 units GE | 175 days of 3+ hrs/day within 4 years | May provide instruction and supervise all above | 105 hours of professional growth |

| Title | Education Requirements | Experience Requirements | Authorization | 5-year Renewal |
|------------------|---|--|--|----------------------------------|
| Master Teacher | 24 units ECE/CD +16 units GE + 5 units specialization + 2 units adult supervision | 350 days of 3+ hrs/day within 4 years | May provide instruction and supervise all above May also serve as coordinator of curriculum & staff development | 105 hours of professional growth |
| Site Supervisor | AA with 24 units ECE/CD + 6 units admin + 2 units adult supervision | 350 days of 3+ hrs/day within 4 years, including 100+ days of supervising adults | May supervise single-site program, provide instruction; and serve as coordinator of curriculum & staff development. | 105 hours of professional growth |
| Program Director | BA with 24 units ECE/CD + 6 units admin + 2 units adult supervision | Site supervisor status and one program year of site supervisor experience. | May supervise multiple-site program; provide instruction; and serve as coordinator of curriculum & staff development | 105 hours of professional growth |

Source: CTC, September, 2021

According to the CTC, “The Child Development Permit Matrix dates from the early 1990’s and has not been updated since that time. Although recommendations were made in 2017 by an advisory panel of ECE content experts to update the Permit Matrix, these recommendations were temporarily tabled by the Commission for a variety of reasons, including the potential effect on ECE teacher supply and on the ability of employers to staff ECE programs; the potential effect on compensation for these positions; the desire of some in the field to strengthen requirements who felt these recommendations may not go far enough; and the pending direction from the state’s Master Plan for Early Learning and Care, which at that time was being conceptualized although work on the plan itself had not yet begun. Given the complexity of these factors, the Commission temporarily tabled the recommendations in 2017 while moving forward with building out and reviewing with stakeholders new ECE Teaching Performance Expectations (TPEs) and the new ECE Program Guidelines. The Commission adopted the ECE TPEs and the ECE Program Guidelines in 2019 as development of the Master Plan for Early Learning and Care was launched, and subsequently published in December 2020.”

The Child Development Permit Advisory Panel’s 2017 recommendations included revising the matrix to remove the limit on the number of times the Associate Teacher Permit can be renewed.

In August 2023, the CTC approved a plan for a workgroup of Early Childhood Education experts to build on recommendations provided to the CTC by the Child Development Permit Advisory Panel in 2017 and make further recommendations to the CTC on the structure and requirements of the Child Development Permit in alignment with the state's Master Plan for Early Learning and Care and current needs in the field. The workgroup was to hold seven meetings from August 2023 to April 2024. These meetings are ongoing.

Status of existing ECE workforce. In California, women of color make up about two thirds (65%) of the ECE workforce, largely mirroring the racial and ethnic backgrounds of the children and families they serve. Despite the crucial role early educators play in young children's development, the field has always struggled with poor compensation and inadequate support (McLean, 2021). Educators from the various racial and ethnic backgrounds are not represented equitably across job roles relative to their population within the workforce. Black educators are overrepresented among FCC providers, and in center director positions, Latina educators are underrepresented and White educators overrepresented. (Center for the Study of Child Care Employment, 2024)

Providing support for further education of CSPP teachers. It has been suggested by some that denying the Associate Teacher permit renewal after 10 years would lead those teachers to increase their qualifications through additional education in order to qualify as a Lead Teacher. However, it is recognized that financial support for ECE workers is essential in order to increase the qualifications of the workforce. The 2018 National Council of State Legislatures (NCSL) report on building a qualified workforce notes:

“ECE workers pursuing additional education face significant barriers, perhaps the greatest being the cost of higher education. Because ECE workers typically earn poverty-level wages, they likely must work while attending classes. This may pose scheduling challenges and impede their ability to take out student loans. Also, some current ECE workers are “nontraditional students” and require remedial education and other supports, including English language support and academic and career counseling from a counselor familiar with the ECE field. In addition, variations in standards and training requirements among providers, programs and states pose challenges for ECE workers moving or changing employers.”

The Assembly Blue Ribbon Commission's (BRC) 2019 Final Report included recommendations regarding compensation and support of the ECE workforce, including the following:

- Achieve salary parity with TK-3 for those with comparable education and experience, with competitive benefit packages including health, paid time off, retirement, and other compensation; and
- Increases in compensation are required at all levels of qualification among the incumbent workforce. Standards for the ECE workforce cannot be increased until compensation levels are significantly raised.

The Assembly BRC report includes the following recommendations in this regard:

- As new qualifications are enacted, ensure that resources to support any education, training, and certification that may be required is available and accessible.
- Invest in strategies that compensate providers as they increase their professional development, such as student loan forgiveness, paid professional development time, and graduated wage increases above the base.

Arguments in support. Head Start California, a co-sponsor of the bill, writes:

“AB 1930 will direct the CTC to remove the restriction on renewal of the Child Development Associate Teacher Permit so that individuals who choose to do so can renew the permit and remain in their Associate Teacher positions. This measure will improve access to early childhood programs and support individuals in their positions providing instructional support to our youngest learners.

The Child Development Associate Teacher permit is issued for five years and is only renewable once by completing at least 15 semester units towards the Child Development Teacher Permit. Associate Teacher Permit holders must meet the requirements for the Child Development Teacher Permit during that time period. If these requirements are not met, the Associate Teacher permit expires, and therefore, qualified Associate Teacher permit holders in programs who could be providing instructional support at an Associate Teacher level, are not able to maintain their associate teacher permit positions.

This bill would, on or before April 30, 2025, require the CTC to, by rule or regulation, authorize a holder of a Child Development Associate Teacher Permit to renew their permit without a limitation on the number of renewals if the permit holder completes specified hours of professional growth activities, as provided. This bill would support providers ability to retain experienced and valuable staff to serve children.”

Related legislation. AB 1245 (McCarty) of the 2023-24 Session would have required a community college district to provide a fee waiver for students who are employed as a childcare provider for courses related to early childhood education or courses offered in an approved educational program leading to an associate degree or an associate degree for transfer. This bill was held in the Assembly Appropriations Committee.

REGISTERED SUPPORT / OPPOSITION:

Support

Head Start California (Co-Sponsor)
 Los Angeles County Office of Education (Co-sponsor)
 Association of California School Administrators
 California Alternative Payment Program Association
 California Association for The Education of Young Children
 California Charter School Association
 Child Care Resource Center
 Early Care and Education Consortium
 Everychild California
 First 5 San Bernardino

Inland Empire Chapter of The California Association for The Education of Young Children
Inland Empire Children's Cabinet
mountain View Elementary School District Preschool Programs
Pacific Asian Consortium in Employment
San Bernardino County District Advocates for Better Schools

Opposition

None on file

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