

**WAC 110-302-0110 ONB program-based staff policies and training.**

(1) An ONB provider must have and follow written policies for ONB program staff. Staff policies must include those listed in subsections (2) and (3) of this section and must be reviewed and approved by the department prior to issuing an ONB provider's initial license. ONB providers must notify the department when substantial changes are made.

(2) Staff policies must include, but are not limited to:

(a) All of the information in the parent or guardian handbook except fees;

(b) Job descriptions, pay dates, and benefits;

(c) Professional development expectations and plans;

(d) Expectations for attendance and conduct;

(e) ONB program staff responsibilities for:

(i) Child supervision requirements, including preventing children's access to unlicensed space;

(ii) Child growth and development;

(iii) Developmentally appropriate curriculum and activities;

(iv) Teacher-child interaction;

(v) Child protection, guidance, and discipline techniques;

(vi) Food service practices;

(vii) Off-site field trips, if applicable;

(viii) Transporting children, if applicable;

(ix) Health, safety, and sanitization procedures;

(x) Medication management procedures;

(xi) Medical emergencies, fire, disaster evacuation, and emergency preparedness plans;

(xii) Mandatory reporting of suspected child abuse, neglect, and exploitation, per RCW 26.44.020 and 26.44.030 and all other reporting requirements;

(xiii) Implementation of child's individual health care or special needs plan;

(xiv) Following nonsmoking, vaping, alcohol, and drug regulations;

(xv) Religious, equity, and cultural responsiveness;

(xvi) Partnering with the local Native American tribe(s);

(xvii) Nondiscrimination;

(xviii) Planned daily activities and routines;

(xix) ONB benefit-risk assessment, policies, and procedures, if applicable; and

(xx) ONB program toileting options, as applicable;

(f) Staff responsibilities if the director, assistant director, program director, site director, or program supervisor is absent from the ONB program;

(g) A plan that includes how both administrative and child care-taking duties are met when a job requires such dual responsibilities; and

(h) Observation, evaluation, and feedback policies.

(3) An ONB provider must have and follow written policies requiring staff working, transitioning, or covering breaks with the same classroom or group of children to share applicable information with each other on a daily basis regarding:

(a) A child's health needs, allergies, and medication;

(b) Any change in a child's daily schedule;

(c) Significant educational or developmental information;

(d) Any communications from the family; and

(e) Information to be shared with the family.

- (4) An ONB provider must develop, deliver, and document the delivery of staff training specific to the ONB program and premises.
- (a) Training topics must include:
    - (i) Staff policies listed in subsections (2) and (3) of this section;
    - (ii) Chapter 43.216 RCW;
    - (iii) Chapter 110-302 WAC; and
    - (iv) Chapter 110-06 WAC.
  - (b) Training must be updated with changes in ONB program policies and state or federal regulations.

[Statutory Authority: RCW 43.216.742. WSR 23-10-059, § 110-302-0110, filed 5/1/23, effective 6/1/23.]