

**WAC 110-302-0107 In-service training.** (1) Directors, program directors, assistant directors, site directors, program supervisors, lead teachers, and assistant teachers must complete 10 hours of annual in-service training after 12 months of cumulative employment.

(a) Directors, assistant directors, program supervisors, lead teachers, and assistant teachers for ONB programs that enroll pre-school-age children must complete the department enhancing quality of early learning (EQEL) in-service training within 36 months of being hired, unless the ONB provider has completed a department approved alternative training. EQEL hours may count towards the 10 hours of annual in-service training.

(b) Every 36 months following the completion of EQEL training, directors, assistant directors, and program supervisors must complete a minimum of 10 hours of in-service training on "child development" and a minimum of 10 hours of in-service training on "leadership practices."

(c) Every 36 months, program directors and site directors must complete a minimum of 10 hours of in-service training in leadership practices.

(d) Child development training includes the following Washington core competencies: Child growth and development, curriculum and learning environment, ongoing measurements of child progress, family and community partnerships, health, safety, nutrition, and interactions.

(e) Leadership practices training includes the following Washington core competencies: Program planning and development, professional development, and leadership.

(2) In-service training requirements under this section may be met by completing college courses that align with the Washington state core competencies. These courses must be delivered by a postsecondary institution and approved by the department.

(3) Only five in-service training hours that exceed the requirements of subsection (1) of this section may be carried over from one fiscal year to the next fiscal year.

[Statutory Authority: RCW 43.216.742. WSR 23-10-059, § 110-302-0107, filed 5/1/23, effective 6/1/23.]