



Early Learning Council

December 10, 2025

9:00 a.m. – 2:00 p.m.

Department of Early Learning and Care
3rd Floor, Grand Ronde Room
700 Summer St NE, Suite 350
Salem, OR 97301

COUNCIL ACTION REQUEST

Date: December 10, 2025

AGENDA ITEM: Early Childhood Education Workforce Registry Ruleset

ACTION: Adopt the proposed permanent rule amendments to the Early Childhood Workforce Registry ruleset.

ISSUE: The rulemaking process directed by HB 2991 (2023) aims to improve access to jobs in Oregon's early childhood workforce by addressing key barriers including translation costs, unclear qualification evaluations, limited transfer of out-of-state professional development, and restricted employer access to registry records.

BACKGROUND: The Oregon Center for Career Development at Portland State University manages the Early Childhood Education Workforce Registry which is a statewide program that records and recognizes the professional development growth and achievements of individuals working in early childhood education (ECE). It provides a structured pathway to document and share their professional development progress.

- The registry serves the Early Learning Workforce; those individuals employed or seeking employment in the provision of services to children who are zero through six years of age and those in out of school time care.
- The purpose of these rules is to establish and maintain a workforce registry system that supports a qualified and diverse early learning workforce, reduces administrative inefficiencies, and provides accurate and accessible workforce information for the Department's programs and for other system partners.
- These rules apply to all early learning workforce members, hiring agencies, and entities using the workforce registry, and serve the broader purpose of supporting high-quality care and education for Oregon's children and families through the Department's programs, including but not limited to licensing, subsidy, and quality improvement, as well as other uses by system partners.
- Broadly the rules direct the Department to require the registry to create a career pathway system that expands professional development options in the professional development recognition system, ensure that the early learning workforce may have registry related documents translated free of charge, maintain a process for verifying Out-of-State Professional Development, and ensure that a system is created for employers to have access to staff



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professional development records for the purposes of technical assistance, with permission from the professional.

PROCESS: DELC convened a Rules Advisory Committee (RAC) that met on October 16th 9:00-11:00am and October 17th at 12:00-2:00pm with families, child care providers, subject matter experts, early learning system partners, community-based organizations, and other community members. A public hearing was held on October 27th at 5pm and the public comment period was open October 1st through October 30th.

EQUITY ANALYSIS: Rule language has been evaluated by the RAC for equity impacts to providers, early educators, and families. These will be reported on in the December 2025 meeting. This ruleset is expected to have a positive impact on the Early Learning workforce. Broadening the types of professional development for recognition opens pathways for workforce members with less access to those offerings currently available. In addition, allowing translation and professional development from out-of-state and country remove barriers and expand opportunities for workforce members educated outside of our state, as well as with education and experience in languages other than English. Finally, the ability for employers to support workforce members in their use of the registry system will allow for more accurate and equitable access to the system.

PROPOSED DRAFT MOTION: I move to adopt the proposed rule language amendments dated December 10, 2025 that adopt amendments to Oregon Administrative Rules 414-999-0010, 414-999-0020, 414-999-0030, 414-999-0040, 414-999-0050, 414-999-0060.

CONTACT: Carey McCann, Interim Early Learning Systems Director, Department of Early Learning and Care



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Appendix:

414-999-0000: Purpose

(1) The purpose of OAR 414-999-0000 through 414-999-0060 is to establish and maintain a Workforce Registry system that supports a qualified and diverse early learning workforce **through diverse pathways**, reduces **system duplication**, administrative inefficiencies **and inequities**, and provides accurate and accessible workforce information for the Department's programs and for other system partners.

(2) These rules apply to all early learning workforce members, hiring agencies, and entities using the Workforce Registry, and serve the broader purpose of supporting high-quality care and education for Oregon's children and families through the Department's programs, including but not limited to licensing, subsidy, and quality improvement, as well as other uses by system partners.

Statutory/Other Authority: 329A.525

414-999-0010: Definitions

(1) "Career and Technical Education" (CTE) means a sequence of courses, aligned to industry standards at the secondary and post-secondary level that integrates technical and career skill proficiencies with relevant academic content. A CTE Program of Study prepares students for the workplace, further education, training, and community roles. A CTE Program of Study is approved by the Oregon Department of Education.

(2) "Coaching" means a **form of professional development that is a relationship-based process**, as ~~defined~~ **approved** by the department, designed to build capacity for specific professional dispositions, skills, and behaviors. It is a partnership that supports the development of self-awareness, self-reflection, and self-directed action.

(3) "Competency or Competencies" means the essential knowledge, skills, and dispositions, that early childhood educators must demonstrate to effectively support the development, learning, and well-being of all young children from birth through age 8 ~~and those in out-of-schooltime care through age 12~~. **children who are zero through six years of age or those in out of school time care.**

~~(4) "Oregon's Core Knowledge Categories" or CKCs means the subject-matter areas, as defined by the Oregon Center for Career Development in Early Childhood Care and Education, that organize training and professional development for the early learning workforce. Trainings are classified by Core Knowledge Category for the purposes of approval, workforce registry documentation, licensing requirements, and professional development tracking.~~

(4) "Department" or DELC means the Department of Early Learning and Care.



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(5) "Early Childhood Education Allied Higher Education " means degrees, certifications, and postsecondary coursework credits related to providing services to children who are zero through six years of age or those in out of school time care, including but not limited to psychology, sociology, anti-bias education, secondary education, and social work.

(6) "Early Childhood Education Higher Education" means degrees, certifications, and postsecondary coursework credits of child care and education including but not limited to early childhood education, child development, human development, elementary education, **Educational leadership**, human ecology, home economics, family and consumer studies, child and family studies, education, and special education-early intervention.

(7) "Early Childhood Education Work Experience" means time spent providing learning experiences and a range of early childhood services to children who are zero through six years of age or those in out of school time care.) "~~Early Childhood Education Work Experience~~" means time spent providing learning experiences and a range of early childhood services to children who are zero through six years of age or those in out of schooltime care up to age 12.

(8) "Early Childhood Education Workforce Registry Database" also known as "Oregon Registry Online (ORO)" is a statewide database that stores all submitted training and education information for Oregon's childhood care and education professionals.

(9) "Early Learning Workforce (member)" means those individuals employed or seeking employment **to provide direct services or to support** the provision of services to children who are zero through six years of age or those in out of schooltime care, **including but not limited to early childhood educator, social services, child welfare, family support, mental; childcare facility directors/administration, occupational; nutritional, physical and behavioral health, and education work.**

~~(10) "Early Childhood Education allied Higher Education Related Degree" means degrees, certifications, and postsecondary coursework credits related to providing services to children who are zero through six years of age or those in out of schooltime care children who are zero through six years of age or those in out of school time care, including but not limited to psychology, sociology, anti-bias education, secondary education, and social work.~~

(10) "Facilitated Peer Learning Groups" means learning communities as approved by the department such as communities of practice or Focused Child Care Networks.

(11) "Mentoring" means peer-to-peer professional learning relationship, **as approved by the department** focused on transfer-to-practice and reflective consultation.

(12) "Oregon's Core Knowledge Categories" or CKCs means the subject-matter areas, as defined by the Oregon Center for Career Development in Early Childhood Care and Education, that organize



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training and professional development for the early learning workforce. Trainings are classified by Core Knowledge Category for the purposes of approval, workforce registry documentation, licensing requirements, and professional development tracking.

(13) "Oregon Registry" or "Workforce Registry" means a ~~voluntary~~ statewide registry that documents and verifies the education, training and experience of childhood care and education professionals to support professional development and career growth. It provides a structured pathway to document and share their professional development progress. The Oregon Registry Online (ORO) is one tool within the **Oregon Center for Career Development at Portland State University's** Oregon Registry to support childhood care and education professionals **Early Learning Workforce Members** to document their career growth and professional development. **There exist DELC programs and policies that may require engagement with the registry to obtain or sustain employment.**

(14) "Tribal knowledge and experience" may include but is not limited to; tribal language, cultural knowledge, Indigenous pedagogical approaches, Indigenous ways of knowing, traditional ecological knowledge, **ceremonies**, native storytelling, Tribal history, expertise providing learning experiences and a range of early childhood tribal services.

414-999-0020: Administration

The Oregon Registry shall ensure that the Early Childhood Workforce has access to a clear and published process, for the activities in OAR 414-999-0000 through 414-999-0060 **using multilingual and multimodal tools. The Oregon Registry shall ensure notice of any changes to procedures at least 2 weeks prior to changes taking effect.**

OAR 414-999-0030: Career Pathways

(1) The Department shall work with the Oregon Registry to develop and implement a step-based career pathway system, in which licensing serves as the foundational step and higher steps recognize diverse routes for advancing qualifications.

(2) ~~The career pathway system shall allow individuals to advance to higher steps through a variety of recognized activities, experiences, and credentials, individually or in combination, and shall increase in expectation as individuals move through higher steps in the career pathway system.~~ **The career pathway system sets guidelines for how individuals can advance through registry recognized steps through a variety of recognized and approved activities, experiences, and credentials, in combination. Expectation for the number and types of activities, experiences and credentials increase as individuals move through higher steps in the career pathway system.**

(3) ~~For the purposes of advancing to higher steps in the career pathway system, the Oregon Registry shall evaluate~~ **verify** and accept documentation related to Early Childhood Education. ~~at a minimum:~~



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(4) Verified documentation may include, but is not limited to, transcripts, completion certificates, employer or Department-approved agent attestations, portfolios, or other evidence recognized by the Department.

(5) The verification process shall ensure equitable access for all providers by recognizing multiple credible forms of documentation reflective of diverse learning and professional experiences.

(6) Professional development shall include at a minimum:

(a) Endorsements and licensure approved by the Department including:

(A) Oregon Infant Mental Health Association (ORIMHA)

(i) Infant Mental Health (IMH-E®)

(ii) Early Childhood Mental Health (ECMH-E®)

(B) Teaching Licenses, in and outside of Oregon related to the provision of services to children who are zero through six years of age or those in out-of-school time care.

(b) Degrees, certificates and postsecondary coursework credits approved by the Department including:

(A) Early Childhood Education Higher Education degrees and certificates without the requirement of a transcript review.

(B) Early Childhood Education **Allied Higher Education** degrees and certificates without transcript review, unless requested by the applicant.

(C) Individual course credits related to Oregon's Core Knowledge Categories if the Early Childhood Workforce member's higher education degree or certificate is not in an Early Childhood Education or Related Profession.

(D) Individual higher education course credits related to Oregon's Core Knowledge Categories.

(E) Official or unofficial transcripts may be submitted for unrelated degrees or individual higher education course credits for review.

(F) Apprenticeships that support early learning and are approved by the Department shall be accepted for Oregon Registry step advancement without review unless the applicant requests an individual review.

(c) Early Childhood Education Work Experience:

(A) Early Childhood Education work experience as an Early Learning workforce member.

(B) Work experience will be reviewed and verified by the Oregon Registry through documentation and processes approved by the Department.

(d) Tribal knowledge and experience:

(A) DELC will **engage in consultation** with Federally recognized Tribes to establish the validation process

(B) Individuals seeking recognition for tribal knowledge and experience may request a letter of validation from a Federally recognized Tribe in or outside of Oregon;

(e) Department-approved competencies including:

(A) The National Association for the Education of Young Children (NAEYC) Standards and Competencies for Early Educators



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- (B) Zero to Three Critical Competencies for Infant-Toddler Educators
- (C) Oregon Coaching Competencies
- (D) OregonASK's Oregon's Quality Standards and Core Competencies

(f) **Evidence of p**Proficiency in a language other than English ~~verified~~ demonstrated through documentation approved by the Department.

(g) Certifications:

(A) Certifications approved by the Department including:

(i) Montessori certification awarded by:

(I) Montessori Accreditation Council for Teacher Education (MACTE)

(II) Association Montessori Internationale (AMI)

(ii) Child Development Associate (CDA) awarded by the Council for Professional Recognition.

(iii) Waldorf certification awarded by Waldorf Early Childhood Association of North America (WECAN).

(B) Applicants are not required to renew certification in order to maintain an approved career pathway step.

(h) Continuous professional development:

(A) Early Childhood training hours from within Oregon and out of state.

(i) Acceptance of series-based trainings may be weighted or prioritized to incentivize scaffolded learning.

(ii) All accepted training hours shall contribute to advancement in the career pathway system.

(B) Participation in normalized early childhood education-related, job-embedded, and relationship-based professional learning opportunities approved by the Department including:

(i) Coaching,

(ii) Mentoring, and

(iii) ~~Communities of Practice~~ **Facilitated Peer Learning Groups**

(C) Oregon Department of Education-Approved, Secondary, Career Technical Education (CTE) Program of Study in Education and Training, General or Early Childhood Education, state approved program of study, without curriculum review unless requested by the high school or other similar education institution.

~~Early Childhood Education Career and Technical Education (CTE) courses, without curriculum review unless requested by the high school or other similar education institution.~~

OR 414-999-0040: Foreign Language Translation

The Oregon Registry shall develop and implement a process for receiving and translating into English any applications and documentation related to professional development submitted under these rules.



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(1) The Oregon Registry shall not charge Early Childhood Workforce members for translation of these documents.

(2) The Oregon Registry shall allow an early childhood workforce member to submit documents either directly or through a representative authorized by the Early Childhood Workforce member.

OAR 414-999-0050: Verifying Out-of-State Professional Development

The Oregon Registry shall maintain a streamlined, **equitable, and transparent** process that allows the Early Learning Workforce to use out-of-state or international training, degrees, certifications, coursework, and credentials to document their professional development in the Early Childhood Education Workforce Registry Database.

OAR 414-999-0060: Training Record Access

The Department may require the Oregon Registry to develop a process for Employer **or authorized person(s)** access to an Early Learning Workforce Member's **relevant** records **and the ability to upload documents on the Early Learning Workforce Member's behalf**, in the Early Childhood Education Workforce Registry Database.

(1) **Employer or authorized person(s)** access may be used for the purpose of ~~providing~~ **reviewing and confirming necessary training and professional development documentation of an** ~~technical assistance support to an~~ Early Learning Workforce Member.

(2) **Employer or authorized person(s)** access may only be granted with the written permission of the Early Learning Workforce Member.

(3) **Permission may be revoked at any time by the workforce member or by the Registry if the account has not been accessed for six months or upon notification to the registry of employment separation.**