



PERMANENT ADMINISTRATIVE ORDER

DELC 10-2025
CHAPTER 414
DEPARTMENT OF EARLY LEARNING AND CARE

FILED

12/17/2025 4:38 PM
ARCHIVES DIVISION
SECRETARY OF STATE
& LEGISLATIVE COUNSEL

FILING CAPTION: Early Childhood Education Workforce Registry

EFFECTIVE DATE: 01/01/2026

AGENCY APPROVED DATE: 12/10/2025

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RULES:

414-999-0000, 414-999-0010, 414-999-0020, 414-999-0030, 414-999-0040, 414-999-0050, 414-999-0060

ADOPT: 414-999-0000

RULE TITLE: Purpose

NOTICE FILED DATE: 09/29/2025

RULE SUMMARY: Broadly the rule directs the Department of Early Learning and Care to require the Early Childhood Education Workforce Registry (housed at the Oregon Center for Career Development at Portland State University) 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 professional development records for the purposes of technical assistance, with permission from the professional.

RULE TEXT:

- (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

STATUTES/OTHER IMPLEMENTED: 329A.525

ADOPT: 414-999-0010

RULE TITLE: Definitions for Workforce Registry Rules

NOTICE FILED DATE: 09/29/2025

RULE SUMMARY: Defines key terms used for the Early Childhood Education Workforce Registry (housed at the Oregon Center for Career Development at Portland State University).

RULE TEXT:

- (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 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 who are zero through six years of age or those in out of school time care.
- (4) "Department" or DELC means the Department of Early Learning and Care.
- (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.
- (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 school time care, including but not limited to early childhood educator, social services, child welfare, family support, mental; childcare facility directors/administrators, occupational; nutritional, physical and behavioral health, , and education 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 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 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 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.

STATUTORY/OTHER AUTHORITY: 329A.525

STATUTES/OTHER IMPLEMENTED: 329A.525

ADOPT: 414-999-0020

RULE TITLE: Administration

NOTICE FILED DATE: 09/29/2025

RULE SUMMARY: Specifies the role of the Oregon Registry in relation to the Early Childhood Workforce.

RULE TEXT:

- (1) 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.
- (2) The Oregon Registry shall ensure notice of any changes to procedures at least 2 weeks prior to changes taking effect.

STATUTORY/OTHER AUTHORITY: 329A.525

STATUTES/OTHER IMPLEMENTED: 329A.525

ADOPT: 414-999-0030

RULE TITLE: Career Pathways

NOTICE FILED DATE: 09/29/2025

RULE SUMMARY: Creates a career pathway system, expanding professional development options and reducing inefficiencies in the professional development recognition system (Oregon Center for Career Development Lattice).

RULE TEXT:

- (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 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 verify and accept documentation related to Early Childhood Education.
- (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 support 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

(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 proficiency in a language other than English 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) 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.

STATUTORY/OTHER AUTHORITY: 329A.525

STATUTES/OTHER IMPLEMENTED: 329A.525

ADOPT: 414-999-0040

RULE TITLE: Foreign Language Translation

NOTICE FILED DATE: 09/29/2025

RULE SUMMARY: Ensures that the early learning workforce may have registry related documents translated free of charge.

RULE TEXT:

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.

(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.

STATUTORY/OTHER AUTHORITY: 329A.525

STATUTES/OTHER IMPLEMENTED: 329A.525

ADOPT: 414-999-0050

RULE TITLE: Verifying Out-of-State Professional Development

NOTICE FILED DATE: 09/29/2025

RULE SUMMARY: Ensures that there is a system to accept early childhood related training originating from out-of state and country.

RULE TEXT:

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.

STATUTORY/OTHER AUTHORITY: 329A.525

STATUTES/OTHER IMPLEMENTED: 329A.525

ADOPT: 414-999-0060

RULE TITLE: Training Record Access

NOTICE FILED DATE: 09/29/2025

RULE SUMMARY: Ensures that a system is created for employers to have access to staff professional development records for the purposes of technical assistance, with permission from the professional.

RULE TEXT:

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. 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 record 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 reviewing and confirming necessary training and professional development documentation of 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.

STATUTORY/OTHER AUTHORITY: 329A.525

STATUTES/OTHER IMPLEMENTED: 329A.525