WAC 110-425-0090 ECEAP requirements for staff coverage, hiring, and position qualifications. ECEAP contractors and providers:

(1) Must:

(a) Maintain adequate staff to comply with the ECEAP performance standards and contract requirements;

(b) Hire and employ staff who meet the qualifications for their position;

(c) Place newly hired individuals not meeting the minimum qualifications for their role on a professional development plan to fully meet the qualifications within five years from the date of hire;

(d) Monitor progress on all professional development plans and document adequate yearly progress to meet the required qualifications; and

(e) Verify:

(i) Employees with unsupervised access to children have passed a background check as outlined in chapter 110-06 WAC;

(ii) Other individuals associated with ECEAP contractors or providers that meet the definition of "subject individual" and who may have unsupervised access to children have passed a background check, as outlined in chapter 110-06 WAC;

(iii) ECEAP lead teachers have an associate or higher degree in early childhood education or equivalent approved by the department;

(iv) ECEAP assistant teachers have a Washington state early childhood education initial certificate or equivalent approved by the department;

(v) ECEAP family support staff have one of the following qualifications:

(A) An associate or higher degree with the equivalent of 30 college quarter credits that may be included in the degree or in addition to the degree, in any of the following:

(I) Human development;

(II) Human services;

(III) Family support;

(IV) Social work;

(V) Early childhood education;

(VI) Child development;

(VII) Psychology; or

(VIII) Another field directly related to their job responsibilities; or

(B) A department-approved credential from a comprehensive and competency-based program that increases knowledge and skills in providing direct family support services to families;

(vi) ECEAP health advocates have one of the following:

(A) Employment as an ECEAP family support aide or health aide in the same agency before July 1, 2014;

(B) The equivalent of 12 college quarter credits in family support, public health, health education, nursing, or another field directly related to their job responsibilities; or

(C) Meet the current qualifications for an ECEAP family support specialist;

(vii) ECEAP health consultants have one of the following:

(A) A license in Washington state as a registered nurse or physician; or

(B) A bachelor's or higher degree in any of the following:

(I) Public health;

(II) Nursing;

(III) Health education;

(IV) Health sciences;
(V) Medicine; or
(VI) Related field;
(viii) ECEAP nutrition consultants have one of the following qualifications:
(A) Registered dietitian credentialed through the commission on dietetic registration; or
(B) Washington state certified nutritionist as outlined in chapter 18.138 RCW;
(ix) Infant and early childhood mental health consultants have one of the following:
(A) A license by the Washington state department of health as a:
(I) Mental health counselor or mental health counselor associate;
(II) Marriage and family therapist or marriage and family therapist associate;
(III) Social worker or social worker associate;
(IV) Psychologist;
(V) Psychiatrist; or
(VI) Psychiatric nurse;
(B) An agency affiliated or certified counselor with a master's degree in counseling, social work, or related field approved by the Washington state department of health;
(C) Credentialed by the Washington state office of the superintendent of public instruction as a school counselor, social worker, or psychologist; or
(D) A mental health professional recognized by the tribe and submitted to the department for ECEAP sites operated by sovereign tribal nations. If a mental health consultant is not available to provide services at least once a month, programs must use other licensed mental health professionals or behavioral health support specialists certified and trained in their profession or recognized by their tribal government to verify mental health supports are available; and
(x) ECEAP coaches have the following:
(A) Bachelor's degree:
(I) In early childhood or related field; or
(II) An equivalent approved by the department;
(B) A minimum of two years working with young children in a group setting; and
(C) Experience as an early learning coach, consultant, mentor, or trainer; and
(2) May accept equivalent degrees and certificates from other states and countries to meet the ECEAP staff qualifications.

[Statutory Authority: 2025 cc 109, 412, 253, RCW 43.216.065, 43.216.512, 43.216.513, and 43.216.525. WSR 26-07-024, s 110-425-0090, filed 3/9/26, effective 4/9/26. Statutory Authority: RCW 43.216.065, 43.216.512, and 43.216.525. WSR 19-03-041, § 110-425-0090, filed 1/8/19, effective 2/8/19. WSR 18-14-078, recodified as § 110-425-0090, filed 6/29/18, effective 7/1/18. Statutory Authority: RCW 43.215.070 and chapter 43.215 RCW. WSR 17-01-083, § 170-100-090, filed 12/16/16, effective 1/16/17; WSR 15-24-040, § 170-100-090, filed 11/20/15, effective 1/1/16. Statutory Authority: RCW 43.215.060, 43.215.070 and chapter 43.215 RCW. WSR 14-14-055, § 170-100-090, filed 6/26/14, effective 7/27/14. WSR 06-18-085, recodified as § 170-100-090, filed 9/5/06, effective 9/5/06. Statutory Authority: Chapter 28A.215 RCW. WSR 06-13-046, § 365-170-095, filed 6/16/06, effective 7/17/06. Statu-

tory Authority: RCW 43.63A.060. WSR 99-19-176, § 365-170-095, filed 9/22/99, effective 10/23/99.]