Kansas Administrative Regulations

Department of Health and Environment

Article 4.—Maternal and Child Health—Child Care Centers and Preschools.

28-4-429. Staff qualifications.

(a) Each staff member shall demonstrate an understanding of children and shall act with sound judgment.

(b) Program director requirements for facilities licensed for less than 24 children. Each applicant, each applicant with a temporary permit, and each licensee shall hire a program director that has the following requirements:

(1) At least 18 years of age;

(2) high school diploma or equivalent; and

(3) one of the following:

(A) Associate degree or a higher degree in early childhood, child development, or a related academic discipline from a regionally accredited college or university;

(B) child development associate credential;

(C) technical certificate or diploma in early childhood;

(D) three months of experience in early childhood education providing direct care and supervision to children and three semester hours of academic study or equivalent training in early childhood, child development, or a related academic discipline from a regionally accredited college or university; or

(E) six months of experience in early childhood education providing direct care and supervision to children.

(c) Program director requirements for facilities licensed for 24 or more children. Each applicant, each applicant with a temporary permit, and each licensee shall hire a program director that has the following requirements:

(1) At least 18 years of age;

(2) high school diploma or equivalent; and

(3) one of the following:

(A) Bachelor's degree or a higher degree in early childhood, child development, or a related academic discipline from a regionally accredited college or university and three months of experience in early childhood education providing direct care and supervision to children;

(B) bachelor's degree in a non-related academic discipline from a regionally accredited college or university and any of the following options:

(i) Six months of experience in early childhood education providing direct care and supervision to children;

(ii) twelve semester hours of academic study or equivalent training in early childhood, child development, or a related academic discipline;

(iii) child development associate credential; or

(iv) technical certificate or diploma in early childhood;

(C) associate degree in early childhood, child development, or a related academic discipline from a regionally accredited college or university and six months of experience in early childhood education providing direct care and supervision to children;

(D) twelve semester hours of academic study or equivalent training in early childhood, child development, or a related academic discipline from a regionally accredited college or university and any of the following options:

(i) Six months of experience in early childhood education providing direct care and supervision to children;

(ii) child development associate credential; or

(iii) technical certificate or diploma in early childhood;

(E) child development associate credential and one year of experience in early childhood education providing direct care and supervision to children; or

(F) six years of experience in early childhood education providing direct care and supervision to children or four years of experience in a licensed facility providing direct care and supervision to children.

(d) Each individual who has obtained approval of program director qualifications by the secretary or the secretary's designee before December 31, 2023, may be exempt from the requirements in paragraph (b)(3) and (c)(3).

(e) Lead teacher. There shall be a lead teacher present with each unit of children in the facility. Each lead teacher shall have the following qualifications:

(1) At least 18 years of age;

(2) high school diploma or equivalent; and

(3) one of the following:

(A) Associate degree or a higher degree in early childhood, child development, or a related academic discipline from a regionally accredited college or university;

(B) technical certificate or diploma in early childhood;

(C) child development associate credential;

(D) three semester hours of academic study or equivalent training in early childhood, child development, or a related academic discipline from a regionally accredited college or university and three months of experience in early childhood education providing direct care and supervision to children of the same age range they will be serving; or

(E) six months of experience in early childhood education providing direct care and supervision to children of the same age range they will be serving.

(f) Each program director in a facility licensed for less than 60 children may also serve as a lead teacher in the facility.

(Authorized by K.S.A. 2025 Supp. 65-508; implementing K.S.A. 2025 Supp. 65-508 and K.S.A. 2025 Supp. 65-537; effective May 1, 1983; amended May 1, 1984; amended May 1, 1987; amended Aug. 2, 2024; amended Sept. 4, 2026.)

***** Authenticated Kansas Administrative Regulation *****