

# Disability Training for Childcare Providers

Emma Forbes

May 2, 2025

# Background

- Parents of children with disabilities experience higher childcare-related stress (Knoche, Peterson, Edwards, & Jeon, 2006)
- Teacher and center barriers (Wong & Cumming, 2010; U.S. Department of Health and Human Services & U.S. Department of Education, 2015)

# Background

- Training childcare providers improves confidence in caring for children with disabilities (Jones & Meisels, 1987; Knoche et al., 2006; Mulvihill, Shearer, & Van Horn, 2002; U.S. Department of Health and Human Services & U.S. Department of Education, 2015)
- Improved perceptions and inclusion of children with disabilities (Weglarz-Ward, Santos, & Hayslip, 2020)

# Methods

- Purpose: Determine what disability-related training is required for childcare providers across the country
- Review of licensing standards documents to determine disability-related training requirements and compare between states

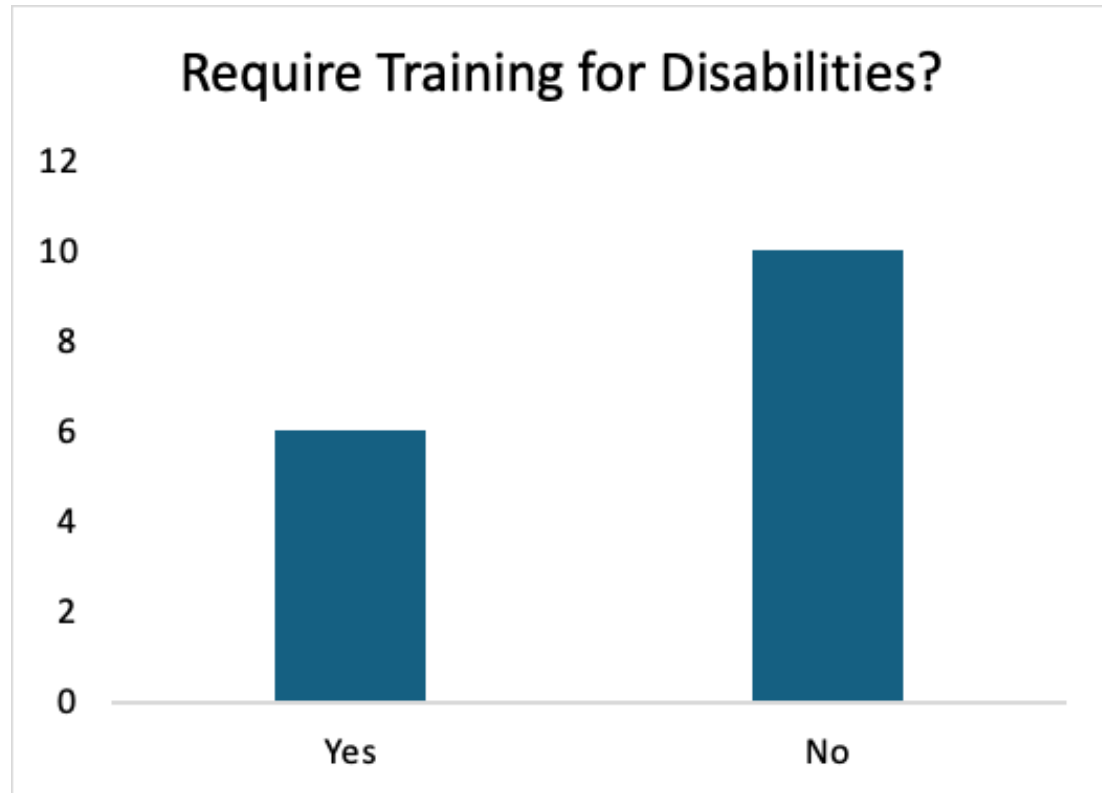
# Methods

- 16 states across the country, 4 from each of the 4 regions, ordered by population size
  - Northeast: New York, New Jersey, Connecticut, Vermont
  - Midwest: Illinois, Michigan, Iowa, North Dakota
  - South: Texas, Arizona, Arkansas, West Virginia
  - West: California, Washington, Utah, Wyoming
- Search terms: “disability”, “disabilities”, “special needs”, “professional development”, “continuing education”

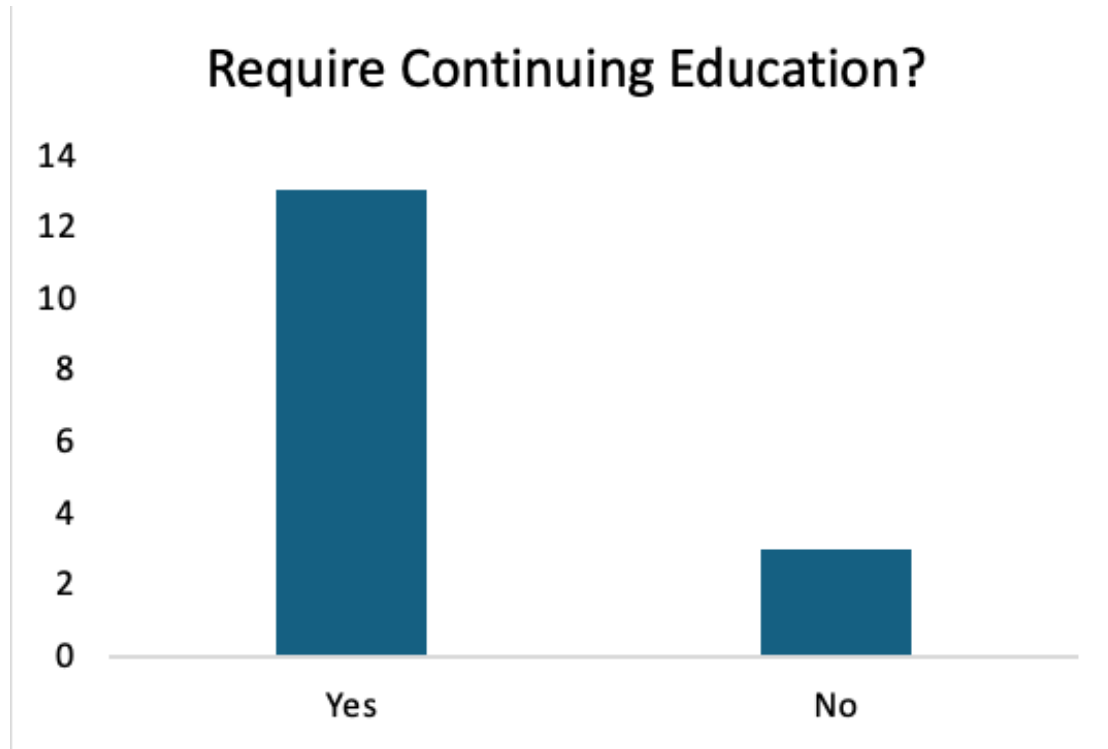
# Results



# Results



# Results





# Results

- Required hours vary and disability training is only one training topic
  - Illinois requires 6 hours for directors
- Training types:
  - Childhood development
  - Including children with special needs
  - Programming for children with disabilities
  - Care of children with special needs
  - May be specialized for individual child needs

# Discussion

- Not all states require disability training
- When required, training is not specific and is just one part of orientation
- Few training options available
- Need additional training requirements to best support children and families as well as providers

# References

Arizona Department of Economic Security Division of Child Care (DCC): Provider Contracts Unit. (2022). Quick Reference Guide for Contract Term 2021-2026. *Department of Economic Security*.

Bureau of Child Care Licensing. (2022). Arizona Administrative Code and Arizona Revised Statutes for Child Care Facilities. *Arizona Department of Health Services*.

Bureau of Community and Health Systems: Child Care Licensing Division. (2019). Licensing Rules for Family and Group Child Care Homes. *Licensing and Regulatory Affairs*.

Department of Children and Family Services. (2023). Licensing Standards for Day Care Centers. *Illinois Department of Children and Family Services*.

Department of Human Services. (2014). Series 1: Child Care Centers Licensing. *West Virginia Department of Health and Human Resources*.

Department of Licensing and Regulatory Affairs, Child Care Licensing Bureau. (n.d.). *Licensing Child Care Centers*. Michigan Administrative Rules.

Division of Child Care and Early Childhood Education: Child Care Licensing Unit. (2020). Minimum Licensing Requirements for Child Care Centers. *Arkansas Department of Human Services*.

# References

Jones, S. N., & Meisels, S. J. (1987). Training family day care providers to work with special needs children. *Topics in Early Childhood Special Education*, 7(1), 1-12.

Knoche, L., Peterson, C.A., Edwards, C.P., & Jeon, H. (2006). Child care for children with and without disabilities: The provider, observer, and parent perspectives. *Early Childhood Research Quarterly*, 21(1), 93-109.

Mulvihill, B. A., Shearer, D., & Van Horn, M. L. (2002). Training, experience, and child care providers' perceptions of inclusion. *Early Childhood Research Quarterly*, 17(2), 197-215.

North Dakota Health & Human Services. (n.d.). Chapter 75-03-10: Child Care Center Early Childhood Services.

North Dakota Health & Human Services. (n.d.). Chapter 50-11.1: Early Childhood Services.

NYC Health. (2019). What group child care providers should know: A compliance guide. *NYC Health*.

# References

Office of Early Childhood. (2024). *Child Day Care Centers & Group Day Care Homes*.

Connecticut Secretary of the State.

State of California Health and Human Services Agency. (n.d.). Manual of Policies and Procedures: Community Care Licensing Division. *Department of Social Services*.

State of Iowa Department of Health and Human Services. (2024). Care Centers and Preschools: Licensing Standards and Procedures.

State of New Jersey Department of Children and Families. (2023). *Chapter 52: Manual of Requirements for Child Care Centers*.

Texas Health and Human Services Commission. (2024). Minimum Standards for Child-Care Centers: Child Care Regulation. *Texas Health and Human Services*.

U.S. Department of Health and Human Services & U.S. Department of Education. (2015, September 14). *Policy statement on inclusion of children with disabilities in early childhood programs*. U.S.

Department of Health and Human Services & U.S. Department of Education.

<https://www.ed.gov/sites/ed/files/policy/speced/guid/earlylearning/joint-statement-full-text.pdf>

# References

Vermont Agency of Human Services. (2022). Child Care Licensing Regulations: Center Based Child Care and Preschool Programs. *Vermont Department for Children & Families*.

Vermont Department for Children and Families: Child Development Division. (n.d.). Vermont Center Based Child Care & Preschool Programs: Guidance Manual. *Vermont Department for Children and Families*.

Washington State Department of Children, Youth & Families. (2020). Child Care and Early Learning Licensing Guidebook: 2020 Edition. *Washington State Department of Children, Youth & Families*.

[https://www.dcyf.wa.gov/sites/default/files/pubs/LIC\\_0010.pdf](https://www.dcyf.wa.gov/sites/default/files/pubs/LIC_0010.pdf)

Washington State Legislature. (2024, December 30). Foundational Quality Standards for Early Learning Programs. *Chapter 110-300 WAC*. <https://app.leg.wa.gov/wac/default.aspx?cite=110-300&full=true>

Weglarz-Ward, J. M., Santos, R. M., & Hayslip, L. A. (2020). What early intervention looks like in child care settings: Stories from providers. *Journal of Early Intervention*, 42(3), 244–258. <https://doi.org/10.1177/1053815119886110>

Wong, S., & Cumming, T. (2010). Family day care is for normal kids: Facilitators and barriers to the inclusion of children with disabilities in family day care. *Australasian Journal of Early Childhood*, 35(3). Wyoming Department of Family Services. (2022). Chapter 7: rules for Certification of a Child Care Center (CCC). *Wyoming Department of Family Services*.