

Division VIII of Title 5 of the California Code of Regulations

Proposed Amendments and Additions to Title 5 of the California Code of Regulations Pertaining to the Child Development Permit Initial Statement of Reasons

Problem Statement

In October 2020, California's Health and Human Services Agency released the Master Plan for Early Learning and Care, establishing a bold vision to ensure all children in the state thrive physically, emotionally, and educationally through access to high-quality early learning and care. Central to this vision is a well-prepared, diverse, and supported early childhood workforce. The Master Plan modernizes and aligns workforce qualifications across systems, with specific attention to updates to the Child Development Permit (CDP) Matrix.

In response, California has made major investments in Universal Transitional Kindergarten (UTK) and Universal Prekindergarten (UPK), expanding services beginning with four-year-olds and potentially serving younger children in the future. These transformative efforts underscore the urgent need for a well-qualified early childhood education (ECE) workforce that reflects the complexity and diversity of the children and families being served.

The existing Child Development Permit, established in 1993, no longer reflects the realities of today's early learning landscape. The field has advanced considerably in the areas of child development, dual language learning, inclusive practices, and culturally and linguistically responsive teaching. At the same time, increasing demand for competency-based preparation, workforce mobility, and alternative credentialing pathways necessitates a modernized system.

The revised CDP Matrix is designed to address these critical needs. It aims to:

- Align preparation and permit levels with current expectations for educator knowledge, practice, and leadership;
- Expand access through multiple, equitable entry points, including recognition of prior learning, supervised fieldwork alternatives, and credit-bearing and non-credit-bearing training;
- Support workforce retention and advancement through clear pathways, transparent requirements, and reduced duplication of effort.

A restructured CDP is essential to support the success of UPK implementation and ensure that every child has access to a high-quality early learning experience delivered by a competent educator.

Statement of Purpose

The CDP remains a foundational element of California's strategy to ensure a qualified early childhood workforce. As the state scales Universal Transitional Kindergarten (UTK), Universal Prekindergarten (UPK), and enhances its mixed-delivery early learning system, a clear, coherent, and inclusive permit structure is critical to meeting workforce goals. The revised CDP

Matrix reflects a major step forward in meeting these goals. It responds to nearly three decades of evolution in the early childhood field and acknowledges the increased complexity of children's developmental needs, the importance of inclusive and equitable practice, and the growing diversity of California's early educator population.

The updated matrix introduces:

- Clearly defined and progressive permit levels aligned with field roles and responsibilities, from entry-level assistants to administrators;
- The potential for the Integration of emphasis areas such as infant/toddler care, multilingual learners, and special education;
- Performance expectations and competency-based approaches that prioritize demonstrated educator skill and readiness;
- Flexibility for experienced educators to advance through alternative routes.

Importantly, the revised structure retains and honors the expertise of the existing workforce—including those in Head Start, California State Preschool Programs, private centers, and family childcare—by offering opportunities to advance without redundant coursework or prohibitive cost. This is achieved through mechanisms such as coursework and classroom practicum experience in addition to recognition of on-the-job experience, competency-based assessments, and clear alternative pathways. These strategies allow experienced educators to demonstrate mastery without repeating content they have already mastered in practice.

The structure also aligns with the Performance Expectations and the California Formative Teaching Performance Assessment (CalFTP) model, reinforcing high standards of preparation and practice. At the same time, it has the potential to support diverse entry points—including apprenticeships, community-based training, and degree-bearing programs assuring access for new and continuing educators across varied settings and backgrounds.

By aligning permit requirements with educator competencies, licensure systems, and California's vision for quality and access, the revised CDP matrix serves as both a credentialing tool and a strategic lever for systemwide quality improvement. It directly supports:

- Career mobility and wage advancement
- Coherence across licensing and preparation systems
- Increased supply of qualified educators for UPK
- Ongoing professional learning and permit renewal through meaningful, accessible pathways

Ultimately, the revised CDP is not just a permit structure. It is a workforce development framework that positions early educators to succeed and all children to thrive.

Necessity and Rationale

| Regulation Section | Necessity and Rationale |
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| <p><i>Amend 80105(a)</i> “Child Development Permit” means any permit issued by the Commission on Teacher Credentialing which authorizes service in the care, development and instruction of children in a childcare and development program <u>or early learning child development program.</u> Child Development Permits <u>include currently issued authorizations provided in sections 80111 through 80115</u> were formerly referred to as Child Development Permits issued under <u>previous regulations or</u> Children's Center Permits.</p> | <p>This subsection was edited to include currently issued authorizations of Child Development Permits as well as addressing the new permit structure with updated language to include early learning child development programs as a revised definition.</p> |
| <p><i>Propose 80105(c)</i> “<u>Early learning child development program</u>” means <u>child development programs that provide an educational experience for children, including age- and developmentally appropriate activities in a safe, healthy environment that fosters social, emotional, physical, and cognitive growth.</u></p> | <p>This section was added to define a clear and consistent understanding of early learning child development programs as educational settings intentionally designed to support children’s social, emotional, physical, and cognitive development within safe and healthy environments. It is grounded in established child development research and public policy priorities that recognize high-quality early learning as essential to child well-being, school readiness, and the broader public interest.</p> |
| <p><i>Repeal 80105(c)</i> “General education” means course work from a regionally accredited institution of higher education in subject areas other than early childhood education and/or child development. The candidate must have earned a “C” or above in each course to be accepted.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p><i>Repeal 80105(d)</i> “Supervised field experience” means instruction performed in a child care and development program for college credit which is supervised by a person approved by a regionally accredited institution of higher education.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p><i>Amend 80105(ed)</i> “Early childhood education/child development course work” means college course work from a regionally accredited institution of higher education primarily related to children ages <u>five eight</u> years or younger. Twenty five percent of the</p> | <p>This subsection is amended to define early childhood education/child development course work to cover birth through age 8. Revising the age of children 0 through 8 years of age is consistent with the National Association for the Education of Young</p> |

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| <p>course work may be extended to cover children ages five to, and including, eight years. The candidate must have earned a “C” grade or above in each course to be accepted. The coursework must be non-remedial. “Non-remedial” coursework for the purpose of this section shall be defined as coursework that is applicable toward an associate of arts degree or higher at a regionally accredited institution of higher education.</p> | <p>Children’s definition of early childhood education ages and allows permit holder to understand better the continuum of growth throughout a child’s early years.</p> |
| <p>Repeal 80105(f) “Commission approved alternative education programs” means training which occurs outside of a regionally accredited institution of higher education that has been approved by the Commission to meet all or part of the requirements for obtaining a Child Development Permit. Commission approved alternative education programs must meet criteria established by the Commission in consultation with the Superintendent of Public Instruction in order to be applied toward the Permit.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p><u>Amend 80105(ge)</u></p> | <p>This subsection is renumbered due to amendments being made but is otherwise unchanged.</p> |
| <p>Amend 80105(hf) “Professional growth” means participation in activities that contribute to a permit holder’s competence, performance or effectiveness in the early childhood profession. Such activities may include but are not limited to college or university coursework, conferences, workshops, institutes, academies, symposia, and staff county and site based professional development programs <u>opportunities</u>.</p> | <p>This section was revised to eliminate the word “staff” and “programs” to define county and site based professional development opportunities. This definition establishes professional growth as ongoing, purposeful learning that strengthens a permit holder’s competence, performance, and effectiveness in the early childhood profession. By recognizing a broad range of high-quality learning activities, the regulation supports continuous improvement, workforce development and alignment with best practices in early childhood education in the public interest.</p> |
| <p><u>Amend 80105(ig)(1)</u></p> | <p>This subsection is renumbered due to amendments being made but is otherwise unchanged.</p> |

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| <p>Repeal 80105(i)(2) “Core areas” for the Child Development Permit with the School-Age Emphasis means individual courses or training in each of the following areas: (A) child growth and youth development; (B) child and youth/family/community; and (C) programs/curriculum including school-age instructional practices.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Amend 80105(i)(3) Core courses in “child and/or human development” and “child, family and community” or “child and family relations” and “programs and curriculum” must be a minimum of three semester units or four quarter units.</p> | <p>This subsection is renumbered due to amendments being made. Current practice as well as amended requirements related to core areas include requiring 12 semester units in the CORE areas, and at least one course of at least three semester units in each of the core areas: 1) child/human growth and development, 2) child, family, and community or child and family relations, and 3) Programs and curriculum. “Programs and curriculum” are being added to clarify that 3 semester units are required for programs and curriculum.</p> |
| <p>Repeal 80105(j) “Aide” means an individual who cares for and assists in the development and instruction of children under the supervision of a CDP Associate Teacher, Child Development Permit (CDP) Teacher, CDP Master Teacher, CDP Site Supervisor, or CDP Program Director. An aide may not be supervised by a CDP Assistant. An aide is not required to hold a Child Development Permit.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Amend 80105 (k)</p> | <p>This subsection is renumbered due to amendments being made but is otherwise unchanged.</p> |
| <p>Repeal 80105(l) “Accredited Home Economics Related Occupations (HERO) program” means a high school training program that is certified by the Home Economics Education Unit, California Department of Education, and uses curriculum developed by the Home Economics Education Unit to train secondary students to serve as aides or assistants in a child care and development program. Such</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |

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| <p>training qualifies an individual to obtain a Child Development Assistant Permit.</p> | |
| <p>Repeal 80105(m) “Regional Occupational Program (ROP)” means a program designed to prepare secondary students or adults in one of a variety of occupations. When such training is in child development related occupations, it may be used to qualify an individual to obtain a Child Development Assistant Permit.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80105(n) “School Age Emphasis” means that the permit holder has completed coursework relating to children and youths from birth to age 14. The coursework must be non-remedial.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80105(o) “Program year” means 175 days of three or more hours per day working in a child care and development program.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p><u>Propose 80105(i) “Provisional Certification” means a time-limited permit issued to an individual who has not yet completed all requirements for a standard permit but is actively working toward full completion. An individual holding a valid Provisional Certification is authorized to work in the role while completing the outstanding requirements.</u></p> | <p>This section was added to define provisional certification as a time-limited pathway that allows individuals to serve in an authorized role while completing remaining requirements for a standard permit. It supports workforce stability and continuity of services by enabling programs to meet staffing needs while ensuring permit holders are actively progressing toward full qualification in the public interest.</p> |
| <p><u>Propose 80105(j) “Employer Sponsorship” means a situation where an employer formally supports an individual’s pursuit of a professional credential, permit, or other authorization. This support is typically documented through an agreement or official verification provided to the credentialing or licensing agency.</u></p> | <p>This section was added to define employer sponsorship as a formal, documented commitment by an employer to support an individual’s pursuit of a professional credential, permit, or other authorization. Recognizing employer sponsorship promotes shared accountability, strengthens workforce pathways, and supports timely completion of credentialing requirements in alignment with program and public workforce needs.</p> |
| <p><u>Propose 80105(k) “Supervised Clinical (field) Experience” means structured, hands-on professional practice completed in a real-world educational or care setting, in an early</u></p> | <p>This section was added to define supervised clinical (field) experience as a structured, hands-on component of preparation that ensures candidates apply theory to practice in authentic early learning settings under</p> |

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| <p><u>learning child development program, which is supervised by a person approved by a regionally accredited institution of higher education.</u></p> | <p>qualified supervision. Requiring oversight by an approved supervisor or mentor affiliated with a regionally accredited institution supports program quality, accountability, and the public interest in well-prepared early childhood professionals.</p> |
| <p><i>Propose 80105(l) “Multiple Subject Clinical Practice”</i>: <u>means supervised field experiences, including student teaching. Candidates are provided supervision and evaluation from their program supervisor and assigned a specific mentor/master teacher. For the purpose of earning a Child Development Permit, clinical supervision must be completed in an early childhood education setting including Prekindergarten-grade 3 or have one year of fulltime experience as a teacher of record in a Prekindergarten to 3rd grade classroom.</u></p> | <p>This section was added to define multiple subject clinical practice as supervised field experiences, including student teaching, that provide candidates with structured mentorship, supervision, and evaluation to ensure readiness for professional practice. Limiting qualifying clinical supervision to early childhood education settings spanning prekindergarten through grade three or recognizing one year of full-time teaching experience as a teacher of record, ensures alignment with permit competencies and supports high-quality instruction for young learners in the public interest.</p> |
| <p><i>Propose 80105(m) “Teacher of Record”</i> <u>means the individual designated by a child development program as having primary responsibility for the care, supervision, and instructional program of a specific group of children. The Teacher of Record shall:</u></p> | <p>This section was added to define the Teacher of Record as the individual with primary responsibility and accountability for the care, supervision, and instructional program of a designated group of children. Clearly defining this role supports program clarity, instructional quality, and consistent oversight, thereby protecting the health, safety, and educational welfare of children served.</p> |
| <p><i>Propose 80105(m)(A)</i> <u>Hold a valid permit at the Early Childhood Educator 2 level or higher issued by the Commission on Teacher Credentialing, pursuant to 5 CCR sections 80107 and 80118.</u></p> | <p>This section was added to ensure that individuals serving as Teachers of Record possess an appropriate level of professional preparation and authorization aligned with their instructional and supervisory responsibilities. Requiring a valid Early Childhood Educator 2 permit or higher issued by the Commission on Teacher Credentialing promotes instructional quality, regulatory consistency, and the protection of children’s educational welfare.</p> |
| <p><i>Propose 80105(m)(B)</i> <u>Be assigned responsibility for planning, implementing, and evaluating the daily educational</u></p> | <p>This section was added to ensure that the Teacher of Record has clear responsibility for planning, implementing, and evaluating</p> |

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| <p><u>program consistent with state-adopted early learning standards and program requirements.</u></p> | <p>the daily educational program to support intentional, standards-aligned instruction. Assigning this accountability promotes consistency, instructional quality, and alignment with state-adopted early learning standards and program requirements in the public interest.</p> |
| <p><u>Propose 80105(m)(C) Ensure compliance with all Title 5 requirements for curriculum, documentation, and program quality in state-funded programs as provided by section 8208.</u></p> | <p>This section was added to ensure that the Teacher of Record is accountable for implementing curriculum, maintaining required documentation, and upholding program quality in compliance with Title 5 regulations. Assigning this responsibility supports regulatory integrity, program accountability, and the consistent delivery of high-quality services in state-funded early learning programs.</p> |
| <p><u>Propose 80105(m)(D) Serve as the individual identified for Title 22 staffing ratios and supervision requirements, pursuant to 22 CCR section 101216.2, with support from assistant teachers or aides.</u></p> | <p>This section was added to designate the Teacher of Record as the individual responsible for meeting Title 22 staffing ratio and supervision requirements to ensure children’s health and safety. Clarifying this role, while allowing support from assistant teachers or aides, promotes compliance, effective supervision, and clear accountability within early learning programs.</p> |
| <p><i>Amend Credits</i> Note: Authority cited: Sections 8363, 8370 <u>8337, and 44225(d), and 44225(g)</u>, Education Code. Reference: Sections 8337, 8370 and 8363, Education Code.</p> | <p>This section was revised to eliminate outdated education codes in the authority cited section. The authority cited is being updated with the correct applicable education code section. The reference section is being updated with the correct applicable education code and outdated education codes are being removed.</p> |
| <p><i>Amend 80107(a) Submission of Application.</i> Each applicant for a Child Development Permit <u>as defined in Section 80105</u>, of any type, or for any renewal thereof shall submit an application to the Commission on Teacher Credentialing, or to the Office of the County or District Superintendent of Schools of the county in which the applicant is employed.</p> | <p>Applications must be issued to the Commission on Teacher Credentialing. This language is amended to align with current requirements.</p> |
| <p><i>Amend 80107(b) Application Form.</i> An application for a Child Development Permit</p> | <p>Reference to the application form have been updated for consistency with existing</p> |

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| <p><u>as defined in Section 80105, of any type, shall be submitted on the application form as defined in Section 80001, Application for Credential Authorizing Public School Service (form 4104, rev XX), furnished by the Commission on Teacher Credentialing and shall be accompanied by all of the following:</u></p> | <p>regulatory language referencing application requirements.</p> |
| <p>Amend 80107(b)(1) If the applicant does not already have fingerprint clearance on file with the Commission, the permit application must include duplicate personal identification cards as specified in Section 80442 and form Application for Character and Identification Clearance (form 41-CIC, rev 9-95). Fingerprint clearance as specified in Section 80442.</p> | <p>Reference to fingerprint clearance is updated for consistency with existing regulatory language referencing application requirements.</p> |
| <p>Amend 80107(b)(2) The fees for issuance as specified in Section 80487(a).</p> | <p>Reference to the application processing fee is updated for consistency with existing regulatory language referencing application requirements.</p> |
| <p>Repeal 80107(b)(4) Verification of training completed through Commission approved non-college based training, if appropriate to the permit requested.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Amend 80107(45)</p> | <p>This subsection is renumbered due to amendments being made but is otherwise unchanged.</p> |
| <p>Amend 80107(c) Date of Issuance. If all requirements for a permit are met by the date an application is filed, the permit will <u>be issued with that dated as of that date, and that date will be the date of issuance.</u> If further requirements are needed, <u>then the applicant must complete remaining requirements and submit a new application and supporting materials, as provided in subsection (b).</u> then the date of issuance will be the date on which all necessary requirements have been met.</p> | <p>The requirements remain consistent with existing processing, however the regulatory language is amended for clarity of the applicant.</p> |
| <p>Amend 80107(d) No Renewal of Expired Permit. An expired permit shall not be renewed. <u>Reissuance of an expired permit</u></p> | <p>The requirements remain consistent with existing processing, however the regulatory</p> |

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| <p><u>requires submission of an application pursuant to subsection (b), including verification that all renewal requirements have been satisfied.</u> However, if an applicant with an expired permit meets all of the renewal requirements and submits an application and fee, the permit shall be reissued as of the date of filing.</p> | <p>language is amended for clarity of the applicant.</p> |
| <p>Repeal 80107(e) Failure to Meet Renewal Requirements. In the event the holder of a permit fails to meet the renewal requirements for that permit he/she will be required to meet any new requirements that have been adopted subsequent to the initial date of issuance, unless an extension is granted pursuant to Section 80523.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80107(f) Reduced Fee for Early Renewal. When a Permit holder completes all of the requirements for a higher level of the Child Development Permit within three years of the date of initial issuance, he/she may submit an application for renewal and the original unexpired permit and pay half the renewal fee.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p><i>Amend Credits</i> Note: Authority cited: Section 8370, and <u>44225(g)</u>, Education Code. Reference: Sections 8362, 8363 and <u>44252(a)</u> and 44340, Education Code.</p> | <p>The authority cited is being updated with the correct applicable education code section. The reference section is being updated with the correct applicable education code and outdated education codes are being removed.</p> |
| <p><i>Amend 80109(a)(1) Child Development Assistant Permit. <u>Early Childhood Educator 1</u></i></p> | <p>Titles of the Child Development Permits are updated to align with the new permit level structure.</p> |
| <p><i>Amend 80109(a)(2) Child Development Associate Teacher Permit. <u>Early Childhood Educator 2</u></i></p> | <p>Titles of the Child Development Permits are updated to align with the new permit level structure.</p> |
| <p><i>Amend 80109(a)(3) Child Development Teacher Permit. <u>Early Childhood Educator 3</u></i></p> | <p>Titles of the Child Development Permits are updated to align with the new permit level structure.</p> |
| <p><i>Amend 80109(a)(4) Child Development Master Teacher Permit. <u>Early Childhood Administrator 1</u></i></p> | <p>Titles of the Child Development Permits are updated to align with the new permit level structure.</p> |

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| <p>Amend 80109(a)(5) Child Development Site Supervisor Permit. <u>Early Childhood Administrator 2</u></p> | <p>Titles of the Child Development Permits are updated to align with the new permit level structure.</p> |
| <p>Repeal 80109(a)(6) Child Development Program Director Permit.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Amend 80109(b) All permits may have a “School-Age Emphasis” added to them when the individual takes half of his/her coursework in school-age units. <u>Early Childhood Educator 1 and Early Childhood Educator 2 may be issued as Provisional Certifications, which allow the holder to serve in the role while completing requirements, as specified in Section 80111 and 80112.</u></p> | <p>Reference to the “School-Age Emphasis” is being repealed as it is not applicable to the new permit level structure. Those who obtain an ECE 1 or ECE 2 can provide services within a school age program while completing their requirements. A school age emphasis is not currently required for school age subsidized programs. District school age programs can set their own requirements.</p> |
| <p>Amend 80109(c) All valid permits for service in a child care and development program issued prior to the effective date of this section shall continue in force and may be renewed as prescribed for each specific type of permit at the time it was issued. <u>Upon request of the applicant, permits issued under prior regulations may be evaluated for the appropriate permit level under current regulations.</u></p> | <p>The regulation text being repealed is outdated and no longer applicable due to the new permit level structure. While an individual has the right to retain their valid permit, if they would like to be issued a permit under the new structure, they must satisfy all requirements and submit an application and processing fee for evaluation under the new requirements.</p> |
| <p>Repeal 80109(e) Effective thirty days after these regulations become effective, the Commission on Teacher Credentialing will no longer issue life permits.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Amend 80109 Credits Note: Authority cited: Sections 8363, 8370 and 44225(b), 44252, and 44252.1, Education Code. Reference: Sections 8363 and 8370, Education Code.</p> | <p>Outdated education codes in the authority cited section are being removed. The authority cited is being updated with the correct applicable education code section. Outdated education codes are being removed from the reference section.</p> |
| <p>Repeal § 80110 in its entirety</p> | <p>This entire section is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Amend § 80111. Child Development Associate Teacher Permit. <u>Early Childhood Educator 1.</u></p> | <p>The Commission has been engaged in a multi-year effort to address the state’s growing need for qualified Early Childhood educators, particularly in response to the</p> |

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| | <p>expansion of Universal Transitional Kindergarten and evolving workforce demands. The Child Development Permit revised matrix is designed to update and strengthen preparation standards for educators working with children from birth through age eight, reflecting significant advancements in the field since the permit’s original structure was established in 1993. The revised matrix ensures that educators are equipped to meet the developmental, cultural, and linguistic needs of young children and their families across diverse early learning settings. The title of this section is amended to reflect the new title of permit at this level of the permit structure. This change is necessary for continuity and consistency with how the Commission is identifying this level of permit.</p> |
| <p>Repeal 80111(a) Requirements. Each applicant for a Child Development Associate Teacher Permit shall comply with the procedure prescribed for application in Section 80107 and shall meet one of the following:</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80111(a)(1) All of the following:</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80111(a)(1)(A) Completion of a minimum of 12 semester units of coursework in early childhood education/child development (exclusive of field work used to satisfy Section 80111 a. 1. B) including at least one course in each of the following core areas: child/human growth and development; child, family and community, or child and family relations; programs/curriculum; and</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80111(a)(1)(B) Fifty days of experience in an instructional capacity in a child care and development program,</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |

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| working at least three hours per day within the last two years. | |
| Repeal 80111(a)(1)(B)(2) Completion of the Child Development Associate (CDA) Credential. | This subsection is being repealed because it is no longer applicable due to the new permit level structure. |
| Repeal 80111(a)(1)(B)(3) Completion of equivalent training approved by the Commission on Teacher Credentialing. Equivalent training may include traditional coursework taken through a regionally accredited institution of higher education and Commission approved alternative education programs. | This subsection is being repealed because it is no longer applicable due to the new permit level structure. |
| Repeal 80111(b) An individual may apply for this permit with a “School Age Emphasis” by completing half of his/her units in school age coursework. | This subsection is being repealed because it is no longer applicable due to the new permit level structure. |
| Repeal 80111(c) Term and Renewal. The Child Development Associate Teacher Permit shall be issued for five years and renewed for successive five year periods upon submission of: | This subsection is being repealed because it is no longer applicable due to the new permit level structure. |
| Repeal 80111(c)(1) an application for renewal; | This subsection is being repealed because it is no longer applicable due to the new permit level structure. |
| Repeal 80111(c)(2) required fee; and | This subsection is being repealed because it is no longer applicable due to the new permit level structure. |
| Repeal 80111(c)(3) verification of completion of 105 hours of professional growth. | This subsection is being repealed because it is no longer applicable due to the new permit level structure. |
| Repeal 80111(d) The renewal requirement outlined in subsection (c) shall be applicable to all Child Development Associate Teacher Permits, regardless of issuance date. | This subsection is being repealed because it is no longer applicable due to the new permit level structure. |
| Repeal 80111(e) Authorization. | This subsection is being repealed because it is no longer applicable due to the new permit level structure. |
| Repeal 80111(e)(1) A Child Development Associate Teacher Permit authorizes the holder to provide service in the care, | This subsection is being repealed because it is no longer applicable due to the new permit level structure. |

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| <p>development, and instruction of children in a child care and development program, and supervise a Child Development Assistant Permit holder and an aide.</p> | |
| <p>Repeal 80111(e)(2) The Child Development Associate Teacher Permit With School-age Emphasis authorizes the holder to provide all of the services authorized for the Child Development Associate Teacher Permit holder as well as provide services in the care, development, and instruction of children in before-school, after-school and other school-age child care programs.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p><u>Propose 80111(a) Early Childhood Educator 1 Requirements. The minimum requirements for the issuance of an Early Childhood Educator 1 shall include submission of an application as provided in Section 80107, in addition to one of the following options:</u> <u>(1) Completion of all of the following:</u></p> | <p>This section was added to establish the overarching eligibility criteria for the ECE 1 Permit to ensure that all applicants meet minimum preparation standards aligned with entry-level competencies to support the classroom teacher of record and students in early childhood education promoting growth and development.</p> |
| <p><u>Propose 80111(a)(1)(A) a minimum of 12 semester units in early childhood education/child development coursework (ECE/CD), as provided in section 80105, exclusive of field work used to satisfy Section 80111(a)(1)(B), including at least one course in each of the following core areas:</u> <u>1. child and/or human development;</u> <u>2. child, family and community or child and family relations; and</u> <u>3. programs and curriculum as defined in section 80105.</u></p> | <p>This section was added to make specific the requirement of 12 units of core early childhood education/child development coursework in specified subject areas to align with current permit regulations and ensure foundational knowledge essential for early childhood educators.</p> |
| <p><u>Propose 80111(a)(1)(B) a minimum of 50 days of experience in an instructional capacity in an early learning child development program, working a minimum of three hours per day within the last two years.</u></p> | <p>This requirement was added to establish a minimum threshold of recent instructional experience to ensure candidates have sufficient practical exposure to early learning environments and child development practice. Requiring at least 50 days of experience within the last two years,</p> |

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| | <p>with a minimum daily duration, supports competency, relevance, and readiness for professional responsibilities in early learning child development programs.</p> |
| <p><u>Propose 80111(a)(1)(B)(2) Possession of a valid Child Development Associate (CDA) Credential, as defined in section 80105.</u></p> | <p>This section was added to recognize the Child Development Associate (CDA) Credential as an alternative pathway that aligns with current permit regulations for the Associate Teacher level, increasing access and supporting workforce diversity while maintaining competency standards. This is a part of the current permit structure and is nationally recognized.</p> |
| <p><u>Propose 80111(b) Early Childhood Educator 1 Provisional Certification Requirements. The minimum requirements for the issuance of an Early Childhood Educator 1 Provisional Certification shall include submission of an application as provided in Section 80107, in addition to all of the following:</u></p> | <p>This section was added to establish a clear minimum requirement for issuance of an Early Childhood Educator 1 Provisional Certification to ensure consistency, transparency, and accountability in the credentialing process. Requiring submission of an application in accordance with Section 80107, along with specified supporting requirements, supports timely workforce entry while maintaining standards aligned with public interest and the child’s wellbeing.</p> |
| <p><u>Propose 80111(b)(1) completion of a minimum of 6 semester units in ECE/CD coursework, as provided in section 80105; and</u></p> | <p>This section was added to ensure that candidates possess foundational knowledge in early childhood education and child development prior to receiving an Early Childhood Educator 1 Provisional Certification. Requiring completion of a minimum of six semester units of ECE/CD coursework promotes instructional readiness, consistency in preparation, and protection of the educational welfare of young children.</p> |
| <p><u>Propose 80111(b)(2) verification of employer sponsorship and employment in a supportive classroom role requiring this level of certification.</u></p> | <p>Addition of this subsection requires verification of employer sponsorship and employment in a supportive classroom role to ensure the candidate is receiving appropriate supervision and support by the employing agency during the provisional certification period.</p> |

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| <p><u>Propose 80111(c) Term and Renewal. The term and renewal for the Early Childhood Educator 1 and Early Childhood Educator 1 Provisional Certification shall be as follows:</u></p> | <p>This section was added to establish clear terms and renewal requirements for the Early Childhood Educator 1 and Early Childhood Educator 1 Provisional Certification to ensure consistency, predictability, and accountability in credential validity. Defining term and renewal conditions supports ongoing professional growth, workforce stability, and alignment with regulatory and program quality expectations.</p> |
| <p><u>Propose 80111(c)(1) The Early Childhood Educator 1 shall be issued for five years and renewed for successive five-year periods upon submission of:</u></p> | <p>This section was added to establish a five-year validity period for the Early Childhood Educator 1 permit to provide stability and continuity in professional authorization. Allowing renewal for successive five-year periods upon submission of required documentation supports ongoing professional growth, regulatory consistency, and workforce retention while maintaining standards of best practice.</p> |
| <p><u>Propose 80111(c)(1)(A) an application form for renewal as defined in Section 80001;</u></p> | <p>This section was added to require submission of an application to support administrative processing and program sustainability. This language is necessary for consistency and continuity with existing regulatory language referencing application requirements.</p> |
| <p><u>Propose 80111(c)(1)(B) the fee for issuance as specified in Section 80487; and</u></p> | <p>This section was added to require submission of renewal fees to support administrative processing and program sustainability. This is the same fees under the current structure. This language is necessary for consistency and continuity with existing regulatory language referencing application requirements.</p> |
| <p><u>Propose 80111(c)(1)(C) verification of completion of 105 hours of professional growth as defined in section 80105.</u></p> | <p>Addition of this subsection requires completion of 105 hours of professional growth—defined as structured, job-related learning activities such as college or university coursework, conferences, workshops, institutes, academies, symposia, and county and site based</p> |

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| | <p>professional development opportunities to promote ongoing educator development and support high-quality learning environments. This is a part of the current permit structure.</p> |
| <p><u>Propose 80111(c)(2) The Early Childhood Educator 1 Provisional Certification shall be issued for two years and may not be renewed.</u></p> | <p>This section was added establishing the Early Childhood Educator 1 Provisional Certification as a time-limited authorization intended to support entry into the profession while required qualifications are completed. Limiting the certification to a nonrenewable two-year term promotes timely progression to full certification and maintains program quality and accountability in the public interest.</p> |
| <p><u>Propose 80111(d) Authorization. Early Childhood Educator 1 Provisional Certification authorize the holder to assist in the care, development, and instruction of children in an early learning child development program under the guidance and the immediate supervision of an Early Childhood Educator 2 or higher-level permit holder.</u></p> | <p>This section was added to clarify the scope of practice for ECE 1 Permit holders, ensuring that they serve in a supportive instructional role with direct and immediate oversight by an ECE 2 Permit holder or higher.</p> <p>Addition of this subsection clarifies that ECE 1 permit holder must work under the supervision of an ECE 2 or higher. Supervisors may include the teacher of record or individuals in mentoring, training, or supervisory roles, thereby ensuring appropriate guidance and quality assurance in early learning classrooms.</p> |
| <p>Amend § 80112. Child Development Teacher Permit. <u>Early Childhood Educator 2.</u></p> | <p>The title was amended to clarify and make specific that this section will state information about the Early Childhood Educator 2 permit. The title of this section is amended to reflect the new title of permit at this level of the permit structure. This change is necessary for continuity and consistency with how the Commission is identifying this level of permit.</p> |
| <p>Repeal 80112(a) Requirements. Each applicant for a Child Development Teacher Permit shall comply with the procedure</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |

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| <p>prescribed for application in Section 80107 and shall meet one of the following:</p> | |
| <p>Repeal 80112(a)(1) All of the following:</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80112(a)(1)(A) Completion of twenty-four semester units of course work in early childhood education/child development including at least one course in each of the following core areas: child/human growth and development; child, family and community, or child and family, relations; programs/curriculum. Either of the following may be used to partially meet the 24-semester units requirements:</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80112(a)(1)(A)1. A two or three-semester unit supervised field work course, including both the field and course work components, may be used toward the required 24 early childhood education/child development semester units, but the same field work course may not be used to meet the experience requirement listed in Section 80112(a)(1)(B).</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80112(a)(1)(A)2. Successful completion of the Child Development Associate (CDA) Credential, which may be used for nine semester units of credit toward the required 24 semester units.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80112(a)(1)(B) Completion of 175 days of experience in an instructional capacity in a child care and development program, working at least three hours per day within the last four years.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80112(a)(1)(C) Completion of sixteen diversified semester units in general education (i.e., at least one course in each of the following areas: Humanities and/or Fine Arts, Social Sciences, Math and/or Science, and English/Language Arts).</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |

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| <p>Repeal 80112(a)(1)(C)(2) Completion of an associate degree or higher in early childhood education or child development or a related field, with a three (3) semester unit supervised field experience in an early childhood education setting.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80112(a)(1)(C)(3) Completion of equivalent training approved by the Commission on Teacher Credentialing. Equivalent training may include traditional coursework taken through a regionally accredited institution of higher education and Commission approved alternative education programs.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80112(b) An individual may apply for this permit with a “School Age Emphasis” by completing half of his/her units in school age coursework.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80112(c) Term and Renewal. The Child Development Teacher Permit shall be issued for five years and renewed for successive five year periods upon submission of: (1) an application for renewal; (2) required fees; and (3) verification of completion of 105 hours of professional growth.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80112(d) Authorization.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80112(d)(1) A Child Development Teacher Permit authorizes the holder to provide service in the care, development, and instruction of children in a child development program, and supervise a Child Development Permit Associate Teacher, a Child Development Permit Assistant, and an aide.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |

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| <p>Repeal 80112(d)(2) The Child Development Teacher Permit With School-age Emphasis authorizes the holder to provide all of the services authorized for the Child Development Teacher Permit holder as well as provide services in the care, development, and instruction of children in before-school, after-school and other school-age child care programs.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p><u>Propose 80112(a) Early Childhood Educator 2 Requirements. The minimum requirements for the issuance of an Early Childhood Educator 2 shall include submission of an application as provided in Section 80107, in addition to one of the following options:</u></p> | <p>This section was added to make clear the specific eligibility criteria for the ECE 2 Permit to ensure that all applicants meet minimum preparation standards aligned with teacher competencies in early childhood education.</p> |
| <p><u>Propose 80112(a)(1) Completion of an associate degree or higher in early childhood education (ECE) or child development (CD), or a degree program that includes at least 24 semester units in ECE/CD coursework as provided in section 80105, in addition to completion of all of the following:</u></p> | <p>This section was added to ensure that candidates possess a comprehensive academic foundation in early childhood education or child development that supports effective practice and professional responsibility. Requiring an associate degree or higher, or a degree program with at least 24 semester units in ECE/CD coursework, promotes depth of knowledge, consistency in preparation, and alignment with standards for serving young children.</p> |
| <p><u>Propose 80112(a)(1)(A) a minimum of two semester units of coursework in adult supervision; and</u></p> | <p>This section was added to ensure that candidates develop foundational knowledge and skills in supervising adults, which is essential for effective leadership, collaboration, and mentoring within early learning environments. Requiring a minimum of two semester units in adult supervision coursework supports program quality, accountability, and the effective management of staff in an early learning program.</p> |
| <p><u>Propose 80112(a)(1)(B) a minimum of three semester units of supervised clinical (field) experience within an ECE setting. These units may be included in the required 24 early childhood education or child development semester unit requirement.</u></p> | <p>This section was added to ensure that candidates gain sufficient supervised, hands-on experience in an early childhood education setting to effectively apply theory to practice. Requiring a minimum of three semester units and at least 100 hours of</p> |

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| <p><u>Coursework must include a minimum of 100 hours of clinical experience.</u></p> | <p>supervised clinical experience promotes instructional competence, professional readiness, and the protection of children’s educational welfare.</p> |
| <p><u>Propose 80112(a)(1)(B) 1. Individuals who are interested in upgrading their permit from a Child Development Teacher Permit, Master Teacher, Site Supervisor, or Program Director Permit and have successfully completed supervised clinical field experience with children ages 0-8, shall not be subject to the 100-hour requirement on their supervised clinical (field) experience units.</u></p> | <p>This section was added to recognize prior supervised clinical field experience with children ages birth through eight as evidence of demonstrated competence for individuals upgrading an existing Child Development Permit. Exempting these candidates from the 100-hour requirement avoids unnecessary duplication of requirements while maintaining preparation standards and supporting efficient, equitable career advancement.</p> |
| <p><u>Propose 80112(a)(2) Completion of an associate degree or higher in a subject area other than ECE/CD and at least 24 semester units in ECE/CD coursework as provided in section 80105 in addition to completion of all of the following:</u></p> | <p>This section was added to allow individuals with degrees in other subject areas to qualify by demonstrating sufficient specialized preparation in early childhood education or child development. Requiring an associate degree or higher along with at least 24 semester units of ECE/CD coursework ensures content expertise, instructional readiness, and alignment with professional standards for serving young children.</p> |
| <p><u>Propose 80112(a)(2)(A) a minimum of two semester units of coursework in adult supervision; and</u></p> | <p>This section was added to ensure that candidates develop foundational knowledge and skills in supervising adults, which is essential for effective leadership, collaboration, and mentoring within early learning environments. Requiring a minimum of two semester units in adult supervision coursework supports program quality, accountability, and the effective management of staff to effectively support the classroom.</p> |
| <p><u>Propose 80112(a)(2)(B) a minimum of three semester units of supervised clinical (field) experience within an ECE setting. These units</u></p> | <p>This section was added to ensure that candidates gain sufficient supervised, hands-on experience in an early childhood</p> |

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| <p><u>may be included in the required 24 early childhood education or child development semester unit requirement. Coursework must include a minimum of 100 hours of clinical experience.</u></p> | <p>education setting to effectively apply theory to practice. Requiring a minimum of three semester units and at least 100 hours of supervised clinical experience promotes instructional competence, professional readiness, and the protection of children’s educational welfare.</p> |
| <p><u>Propose 80112(a)(2)(B)1. Individuals who are interested in upgrading their permit from a Child Development Teacher Permit, Master Teacher, Site Supervisor, or Program Director Permit and have successfully completed supervised clinical field experience with children ages 0-8, shall not be subject to the 100-hour requirement on their supervised clinical (field) experience units.</u></p> | <p>This section was added to recognize prior supervised clinical field experience with children ages birth through eight as evidence of demonstrated competence for individuals upgrading an existing Child Development Permit. Exempting these candidates from the 100-hour requirement avoids unnecessary duplication of requirements while maintaining preparation standards and supporting efficient, equitable career advancement.</p> |
| <p><u>Propose 80112(b) Early Childhood Educator 2 Provisional Certification Requirements. The minimum requirements for the issuance of a Provisional Certification shall include all of the following:</u></p> | <p>This section was added to establish clear minimum requirements for issuance of the Early Childhood Educator 2 Provisional Certification to ensure consistency, transparency, and accountability in the credentialing process. Defining these requirements supports timely workforce advancement while maintaining professional standards that protect program quality and the educational welfare of young children.</p> |
| <p><u>Propose 80112(b)(1) completion of a minimum of 24 semester units in ECE/CD coursework, as provided in section 80105; and</u></p> | <p>This section was added to ensure that candidates possess substantial academic preparation in early childhood education and child development prior to receiving an Early Childhood Educator 2 Provisional Certification. Requiring a minimum of 24 semester units in ECE/CD coursework promotes depth of knowledge, instructional competence, and consistency in professional preparation that supports learning while advancing towards an associate degree.</p> |

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| <p><u>Propose 80112(b)(2) verification of employer sponsorship and employment in a role requiring this level of certification.</u></p> | <p>Addition of this subsection requires verification of employer sponsorship and employment in a role requiring this level of certification. This ensures the candidate is receiving appropriate supervision and support by the employing agency during the provisional certification period.</p> |
| <p><u>Propose 80112(c) Term and Renewal. The term and renewal for the Early Childhood Educator 2 and Early Childhood Educator 2 Provisional Certification shall be as follows:</u></p> | <p>This section was added to establish clear terms and renewal requirements for the Early Childhood Educator 2 and Early Childhood Educator 2 Provisional Certification to ensure consistency, predictability, and accountability in credential validity. Defining term and renewal conditions supports ongoing professional growth, workforce stability, and alignment with program quality and regulatory expectations and continuity of the ECE workforce.</p> |
| <p><u>Propose 80112(c)(1) The Early Childhood Educator 2 shall be issued for five years and renewed for successive five-year periods upon submission of:</u></p> | <p>This section was added to establish a five-year validity period for the Early Childhood Educator 2 permit to provide stability and continuity in professional authorization. Allowing renewal for successive five-year periods upon submission of required documentation supports ongoing professional growth, regulatory consistency, and workforce retention while maintaining standards of practice.</p> |
| <p><u>Propose 80112(c)(1)(A) an application form for renewal as defined in Section 80001;</u></p> | <p>This section was added to require submission of an application to support administrative processing and program sustainability. This language is necessary for consistency and continuity with existing regulatory language referencing application requirements.</p> |
| <p><u>Propose 80112(c)(1)(B) the fee for issuance as specified in Section 80487; and</u></p> | <p>This section was added to require submission of renewal fees to support administrative processing and program sustainability. This is the same fees under the current structure. This language is necessary for consistency and continuity</p> |

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| | with existing regulatory language referencing application requirements. |
| <p><u>Propose 80112(c)(1)(C) verification of completion of 105 hours of professional growth as defined in section 80105.</u></p> | <p>This section was added to require completion of 105 hours of professional growth—defined as structured, job-related learning activities such as college or university coursework, conferences, workshops, institutes, academies, symposia, and county and site based professional development programs to promote ongoing educator development and support high-quality learning environments.</p> |
| <p><u>Propose 80112(c)(2) The Early Childhood Educator 2 Provisional Certification shall be issued for two years, with an option to extend for an additional year. The Early Childhood Educator 2 Provisional Certification shall be reissued for an additional one-year period upon submission of:</u></p> | <p>This section was added to require the Early Childhood Educator 2 Provisional Certification shall be issued for two years, with an option to extend for an additional year. The Early Childhood Educator 2 Provisional Certification shall be reissued for an additional one-year period upon submission of an application. For the addition of the third-year extension determination by the Commission will be made that significant progress has been made toward their associate degree that would enable them to complete an associates degree by the end of the third year. This promotes workforce development and advancement and the availability of ECE teachers within the field.</p> |
| <p><u>Propose 80112(c)(2)(A) an application form for renewal as defined in Section 80001;</u></p> | <p>This section was added to require submission of an application to support administrative processing and program sustainability. This language is necessary for consistency and continuity with existing regulatory language referencing application requirements.</p> |
| <p><u>Propose 80112(c)(2)(B) the fee for issuance as specified in Section 80487; and</u></p> | <p>This section was added to require submission of renewal fees to support administrative processing and program sustainability. This is the same fees under the current structure. This language is necessary for consistency and continuity with existing regulatory language referencing application requirements.</p> |

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| <p><u>Propose 80112(c)(2)(C) official transcripts showing completion of 24 semester units of associate degree applicable coursework since the initial issuance of the Early Childhood Educator 2 Provisional Certification.</u></p> | <p>This section was added to ensure that candidates demonstrate documented academic progress toward full qualification by completing associate degree–applicable coursework following issuance of the Early Childhood Educator 2 Provisional Certification. Requiring official transcripts provides verification of advancement, supports accountability, and maintains the integrity and quality of the credentialing process in the public interest.</p> |
| <p><u>Propose 80112(d) Authorization. The Early Childhood Educator 2 and Early Childhood Educator 2 Provisional Certification authorize the holder to be the teacher of record in an early learning child development program and provide guidance and supervision to an Early Childhood Educator 1 permit holder. Instructional services may include, but shall not be limited to, development and implementation of curriculum, learning goals and environments, observation and assessment, family engagement, and health, safety and nutrition.</u></p> | <p>This section was added to clarify the scope of practice for ECE 2 Permit holders, as the teacher of record with direct and immediate oversight of the students. Addition of this subsection clarifies that ECE 2 permit holder can provide guidance and supervision to an ECE 1 and is the official teacher of record for the classroom. Supervisors include ECE 3 and above, thereby ensuring appropriate guidance and quality assurance in early learning classrooms.</p> |
| <p><i>Amend 80112</i> Note: Authority cited: Sections 83638337, 8370, and 44225(d), and <u>44225(g)</u>, Education Code. Reference: Sections 83378363 and 8370, Education Code.</p> | <p>Outdated education codes in the authority cited section are being removed. The authority cited is being updated with the correct applicable education code section. Outdated education codes are being removed from the reference section.</p> |
| <p><i>Amend § 80113.</i> Child Development Master Teacher Permit <u>Early Childhood Educator 3.</u></p> | <p>The title was amended to clarify and make specific that this section will state information about the Early Childhood Educator 3 permit. The title of this section is amended to reflect the new title of permit at this level of the permit structure. This change is necessary for continuity and consistency with how the Commission is identifying this level of permit.</p> |

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| <p>Repeal 80113(a) Requirements. Each applicant for a Child Development Master Teacher Permit shall comply with the procedure prescribed for application in Section 80107 and shall meet one of the following:</p> <p>(1) All of the following:</p> <p>(A) Completion of twenty-four semester units of course work in early childhood education/child development including at least one course in each of the following core areas: child/human growth and development; child, family and community, or child and family, relations; programs/curriculum. Either of the following may be used to partially meet the required units:</p> <p>1. A two- or three-semester unit supervised field work course, including both the field and course work components, may be used toward the required 24 early childhood education/child development semester units, but the same field work course may not be used to meet the experience requirement listed in Section 80113(a)(1)(E).</p> <p>2. Successful completion of the Child Development Associate (CDA) Credential, which may be used for nine semester units of credit toward the required 24 semester units.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80113(a)(1)(B) Completion of sixteen diversified semester units in general education (i.e., at least one course in each of the following areas: Humanities and/or Fine Arts, Social Sciences, Math and/or Science, and English/Language Arts).</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80113(a)(1)(C) Completion of six (6) additional semester units in an area of specialization which may include but is not limited to the following:</p> <p>1. Infant and toddler care;</p> <p>2. Bilingual and bicultural development;</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |

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| <p>3. Children with exceptional needs; 4. Preschool programming; 5. Parent/teacher relations; 6. Child health; and 7. Specific areas of developmentally appropriate curriculum.</p> | |
| <p>Repeal 80113(a)(1)(D) Completion of two (2) semester units of adult supervision coursework.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80113(a)(1)(E) Completion of 350 days of experience in an instructional capacity in a child care and development program, working at least three hours per day within the last four years.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80113(a)(2) Completion of a baccalaureate degree or higher with twelve (12) or more semester units of early childhood education or child development coursework, and a three (3) unit supervised field experience in an early childhood education setting.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80113(a)(3) Completion of equivalent training approved by the Commission on Teacher Credentialing. Equivalent training may include traditional coursework taken through a regionally accredited institution of higher education and Commission approved alternative education programs.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80113(b) An individual may apply for this permit with a “School Age Emphasis” by completing half of his/her units in school age coursework.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80113(c) Term and Renewal. The Child Development Master Teacher Permit shall be issued for five years and renewed for five year periods upon submission of the following: (1) an application for renewal; (2) required fees; and</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |

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| <p>(3) verification of completion of 105 hours of professional growth.</p> | |
| <p>Repeal 80113(d) Authorization. (1) A Child Development Master Teacher Permit authorizes the holder to provide service in the care, development, and instruction of children in a child care and development program, and supervise a Child Development Permit Teacher, a Child Development Permit Associate Teacher, a Child Development Permit Assistant, and an aide. A Child Development Master Teacher Permit also authorizes the holder to serve as a coordinator of curriculum and staff development in a child care and development program. (2) The Child Development Master Teacher Permit With School-age Emphasis authorizes the holder to provide all of the services authorized for the Child Development Master Teacher Permit holder as well as provide services in the care, development, and instruction of children in before school, after school and other school-age child care programs.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p><u>Propose 80113(a) Early Childhood Educator 3 Requirements. The minimum requirements for the issuance of an Early Childhood Educator 3 shall include submission of an application as provided in Section 80107, in addition to one of the following options:</u></p> | <p>This section was added to outline the specific eligibility criteria for the ECE 3 Permit to ensure that all applicants meet rigorous preparation standards aligned with the Child Development Permit early childhood educator competencies.</p> |
| <p><u>Propose 80113(a)(1) Completion of a bachelor’s degree or higher in early childhood education (ECE) or child development (CD), or a degree program, that includes at least 24 semester units in ECE/CD coursework as provided in section 80105, in addition to completion of all of the following:</u></p> | <p>This section was added to ensure that candidates possess advanced academic preparation in early childhood education or child development that supports effective instructional leadership and professional practice. Requiring a bachelor’s degree or higher, or a degree program with at least 24 semester units in ECE/CD coursework, promotes depth of expertise, consistency in preparation, and alignment with public</p> |

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| | <p>interest standards for serving young children.</p> |
| <p><u>Propose 800113(a)(1)(A) a minimum of two semester units of coursework in adult supervision; and</u></p> | <p>This section was added to ensure that candidates develop foundational knowledge and skills in supervising adults, which is essential for effective leadership, collaboration, and mentoring within early learning environments. Requiring a minimum of two semester units in adult supervision coursework supports program quality, accountability, and the effective management of staff.</p> |
| <p><u>Propose 800113(a)(1)(B) a minimum of three semester units of supervised clinical (field) experience within an ECE setting. These units may be included in the required 24 early childhood education or child development semester unit requirement. Coursework must include a minimum of 100 hours of clinical experience.</u></p> | <p>This section was added to ensure that candidates gain sufficient supervised, hands-on experience in an early childhood education setting to effectively apply theory to practice. Requiring a minimum of three semester units and at least 100 hours of supervised clinical experience promotes instructional competence, professional readiness, and the protection of children’s educational welfare.</p> |
| <p><u>Propose 800113(a)(1)(B)1. Individuals who are interested in upgrading their permit from a Child Development Teacher Permit, Master Teacher, Site Supervisor, or Program Director Permit and have successfully completed supervised clinical field experience with children ages 0-8, shall not be subject to the 100-hour requirement on their supervised clinical (field) experience units.</u></p> | <p>This section was added to recognize prior supervised clinical field experience with children ages birth through eight as evidence of demonstrated competence for individuals upgrading an existing Child Development Permit. Exempting these candidates from the 100-hour requirement avoids unnecessary duplication of requirements while maintaining preparation standards and supporting efficient, equitable career advancement.</p> |
| <p><u>(Propose 800113(a)(2) Completion of a bachelor’s degree or higher in a subject area other than ECE/CD and 24 semester units in ECE/CD coursework as provided in section 80105, in addition to completion of all of the following:</u></p> | <p>This section was added to allow individuals with bachelor’s degrees or higher in other subject areas to qualify by demonstrating sufficient specialized preparation in early childhood education or child development. Requiring completion of 24 semester units of ECE/CD coursework ensures instructional readiness, content expertise, and alignment</p> |

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| | with professional standards for serving young children in the public interest. |
| <u>Propose 800113(a)(2)(A) a minimum of two semester units of coursework in adult supervision; and</u> | This section was added to ensure that candidates develop foundational knowledge and skills in supervising adults, which is essential for effective leadership, collaboration, and mentoring within early learning environments. Requiring a minimum of two semester units in adult supervision coursework supports program quality, accountability, and the effective management of staff in the public interest. |
| <u>Propose 800113(a)(2)(B) a minimum of three semester units of supervised clinical (field) experience within an ECE setting. These units may be included in the required 24 early childhood education or child development semester unit requirement. Coursework must include a minimum of 100 hours of clinical experience.</u> | This section was added to ensure that candidates gain sufficient supervised, hands-on experience in an early childhood education setting to effectively apply theory to practice. Requiring a minimum of three semester units and at least 100 hours of supervised clinical experience promotes instructional competence, professional readiness, and the protection of children’s educational welfare. |
| <u>Propose 800113(a)(2)(B)1. Individuals who are interested in upgrading their permit from a Child Development Teacher Permit, Master Teacher, Site Supervisor, or Program Director Permit and have successfully completed supervised clinical field experience with children ages 0-8, shall not be subject to the 100-hour requirement on their supervised clinical (field) experience units.</u> | This section was added to recognize prior supervised clinical field experience with children ages birth through eight as evidence of demonstrated competence for individuals upgrading an existing Child Development Permit. Exempting these candidates from the 100-hour requirement avoids unnecessary duplication of requirements while maintaining preparation standards and supporting efficient, equitable career advancement. |
| <u>Propose 800113(a)(3) Possession of a valid PK-3 Early Childhood Education Specialist Instruction Credential and a minimum of two semester units of coursework in adult supervision.</u> | This section was added to recognize the PK–3 Early Childhood Education Specialist Instruction Credential as evidence of advanced preparation and competency in early childhood education. Requiring a minimum of two semester units in adult supervision ensures credential holders also possess the leadership and supervisory skills |

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| | <p>necessary to effectively guide and support staff in early learning settings.</p> |
| <p><u>Propose 800113(a)(4) Possession of a valid Multiple Subject Teaching Credential in addition to completion of all of the following:</u></p> | <p>This section was added to recognize the Multiple Subject Teaching Credential as evidence of comprehensive preparation in instructional practice and child development across content areas. Requiring completion of additional specified requirements ensures alignment with early childhood education competencies and supports effective instruction and leadership for young learners.</p> |
| <p><u>Propose 800113(a)(4)(A) a minimum of 24 semester units in ECE/CD coursework as provided in section 80105;</u></p> | <p>This section was added to ensure that candidates with a Multiple Subject Teaching Credential possess specialized academic preparation in early childhood education and child development. Requiring a minimum of 24 semester units in ECE/CD coursework promotes alignment with early learning competencies, instructional quality, and the developmental needs of young children.</p> |
| <p><u>Propose 800113(a)(4)(B) a minimum of two semester units of coursework in adult supervision; and</u></p> | <p>This section was added to ensure that candidates develop foundational knowledge and skills in supervising adults, which is essential for effective leadership, collaboration, and mentoring within early learning environments. Requiring a minimum of two semester units in adult supervision coursework supports program quality, accountability, and the effective management of staff.</p> |
| <p><u>Propose 800113(a)(4)(C) Multiple Subject Clinical Practice within an ECE setting, as defined in section 80105, or one year of full-time teaching experience (minimum of 3 hours per day) with students ages 0-8 years that can be verified by an employer, as specified in section 80107.</u></p> | <p>This section was added to ensure that candidates demonstrate practical competence through supervised multiple subject clinical practice in an early childhood education setting or through verified full-time teaching experience with children ages birth through eight. Allowing either pathway recognizes equivalent forms of professional preparation while maintaining standards for</p> |

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| | instructional readiness, accountability, and program quality. |
| <u>Propose 800113(b) Term and Renewal. The Early Childhood Educator 3 shall be issued for five years and renewed for successive five-year periods upon submission of:</u> | This section was added to establish a five-year term for the Early Childhood Educator 3 permit to provide stability and continuity for individuals serving in advanced early childhood education roles. Allowing renewal for successive five-year periods upon submission of required documentation supports sustained professional growth, workforce retention, and alignment with program quality. |
| <u>Propose 800113(b)(1) an application form for renewal as defined in Section 80001;</u> | This section was added to require submission of an application to support administrative processing and program sustainability. This language is necessary for consistency and continuity with existing regulatory language referencing application requirements. |
| <u>Propose 800113(b)(2) the fee for issuance as specified in Section 80487; and</u> | This section was added to require submission of renewal fees to support administrative processing and program sustainability. This is the same fees under the current structure. This language is necessary for consistency and continuity with existing regulatory language referencing application requirements. |
| <u>Propose 800113(b)(3) verification of completion of 105 hours of professional growth as defined in section 80105.</u> | This section was added to require completion of 105 hours of professional growth—defined as structured, job-related learning activities such as college or university coursework, conferences, workshops, institutes, academies, symposia, and county and site based professional development opportunities to promote ongoing educator development and support high-quality learning environments. |
| <u>Propose 800113(c) Authorization. The Early Childhood Educator 3 authorizes the holder to provide care, development, and instruction of children in an early learning child development program and provide</u> | This section was added to defines the scope of practice for the Early Childhood Educator 3 as encompassing both direct instruction of children and leadership responsibilities, including mentoring, supervision, and |

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| <p><u>guidance, mentoring, and supervision to Early Childhood Educator 1 and Early Childhood Educator 2 permit holders. The holder may also serve as coordinator of curriculum, and staff development at a site or program level, under the supervision of an Early Childhood Administrator 2. Instructional services may include, but shall not be limited to, development and implementation of curriculum, learning goals and environments, observation and assessment, family engagement, and health, safety and nutrition.</u></p> | <p>curriculum coordination. Clearly delineating these responsibilities supports high-quality instruction, professional development of staff, and coherent program implementation while ensuring appropriate oversight in the public interest.</p> |
| <p><i>Propose 800113</i> Note: Authority cited: Sections 8363, 8370 <u>8337</u>, and 44225(d), and <u>44225(g)</u>, Education Code. Reference: Sections 8363 and 8370 <u>8337</u>, Education Code.</p> | <p>This section was added to update education codes in the authority cited section. The authority cited is being updated with the correct applicable education code sections. Outdated education codes are being removed from the reference section. The Reference cited is being updated with the correct applicable education code sections.</p> |
| <p>Amend § 80114. Child Development Site Supervisor Permit <u>Early Childhood Administrator 1.</u></p> | <p>The title is being adopted to clarify and make specific that this section will state information about the Early Childhood Administrator 1 permit. This title is consistent with existing language related to titling permits in the CCR.</p> |
| <p>Repeal 80114(a) Requirements. Each applicant for a Child Development Site Supervisor Permit shall comply with the procedure prescribed for application in Section 80107 and shall meet one of the following:</p> <p>(1) All of the following:</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80114(a)(1)(A) Completion of an associate degree or 60 semester units, with at least twenty four (24) units of early childhood education or child development, including the core courses of child and/or human development; child, family and community; and programs and curriculum.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |

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| <p>Repeal 80114(a)(1)(B) Completion of six (6) additional semester units of coursework in the administration and supervision of child care and development programs. These six units must include at least two different courses. One course shall be introductory and one course shall be advanced, or they must be courses of different topical content.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80114(a)(1)(C) Completion of two (2) semester units of adult supervision coursework.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80114(a)(1)(D) Completion of 350 days of experience in an instructional capacity in a child care and development program, working at least three hours per day within the last four years. Experience must include at least 100 days of supervising adults in a child care and development program.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80114(a)(2) Completion of a baccalaureate degree or higher with twelve (12) or more semester units of early childhood education or child development coursework, and a three (3) unit supervised field experience in an early childhood education setting.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80114(a)(3) An Administrative Services credential authorizing services in public schools in California, with twelve (12) semester units of early childhood education or child development coursework and a three (3) semester unit supervised field experience.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80114(a)(4) A current credential issued by the Commission on Teacher Credentialing authorizing teaching service in</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |

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| <p>a self-contained classroom or a secondary teaching credential in home economics, with twelve (12) semester units of early childhood education or child development coursework and a three (3) semester unit supervised field experience.</p> | |
| <p>Repeal 80114(a)(5) Completion of equivalent training approved by the Commission on Teacher Credentialing. Equivalent training may include traditional coursework taken through a regionally accredited institution of higher education and Commission approved alternative education programs.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80114(b) An individual may apply for this permit with a “School Age Emphasis” by completing half of his/her units in school-age coursework.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80114(c) Term and Renewal. The Child Development Site Supervisor Permit shall be issued for five years and renewed for successive five year periods upon submission of:</p> <ul style="list-style-type: none"> (1) an application for renewal; (2) required fees; and (3) verification of completion of 105 hours of professional growth. | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80114(d) Authorization.</p> <ul style="list-style-type: none"> (1) A Child Development Site Supervisor Permit authorizes the holder to supervise a child care and development program operating at a single site, provide service in the care, development, and instruction of children in a child care and development program, and serve as a coordinator of curriculum and staff development in a child care and development program. | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |

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| <p>(2) The Child Development Site Supervisor Permit With School-age Emphasis authorizes the holder to provide all of the services authorized for the Child Development Site Supervisor Permit holder as well as provide services in the care, development, and instruction of children in before-school, after-school and other school-age child care programs.</p> | |
| <p><u>Propose 80114(a) Early Childhood Administrator 1 Requirements. The minimum requirements for the issuance of an Early Childhood Administrator 1 shall include submission of an application as provided in Section 80107, in addition to one of the following options:</u></p> | <p>This section was added to outline the specific eligibility criteria for the Early Childhood Administrator 1 Permit to ensure that all applicants meet rigorous preparation standards aligned with early childhood educator competencies. This change also clarifies and makes specific the requirements for applicants of this permit.</p> |
| <p><u>Propose 80114(a)(1) Completion of an associate degree or higher in early childhood education (ECE) or child development (CD), or a degree program, that includes at least 24 semester units in ECE/CD coursework as provided in section 80105, in addition to completion of all of the following:</u></p> | <p>This section was added to ensure that candidates possess a strong academic foundation in early childhood education or child development that supports both instructional practice and professional leadership. Requiring an associate degree or higher, or a degree program with at least 24 semester units in ECE/CD coursework, promotes consistency in preparation, depth of knowledge, and alignment with standards.</p> |
| <p><u>Propose 80114(a)(1)(A) a minimum of two semester units of coursework in adult supervision;</u></p> | <p>This section was added to ensure that candidates develop foundational knowledge and skills in supervising adults, which is essential for effective leadership, collaboration, and mentoring within early learning environments. Requiring a minimum of two semester units in adult supervision coursework supports program quality, accountability, and the effective management of staff.</p> |
| <p><u>Propose 80114(a)(1)(B) a minimum of three semester units of supervised clinical (field)</u></p> | <p>This section was added to ensure that candidates gain sufficient supervised, hands-</p> |

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| <p><u>experience within an ECE setting. These units may be included in the required 24 early childhood education or child development semester unit requirement. Coursework must include a minimum of 100 hours of clinical experience.</u></p> | <p>on experience in an early childhood education setting to effectively apply theory to practice. Requiring a minimum of three semester units and at least 100 hours of supervised clinical experience promotes instructional competence, professional readiness, and the protection of children’s educational welfare.</p> |
| <p><u>Propose 80114(a)(1)(B)1. Individuals who are interested in upgrading their permit from a Child Development Teacher Permit, Master Teacher, Site Supervisor, or Program Director Permit and have successfully completed supervised clinical field experience with children ages 0-8, shall not be subject to the 100-hour requirement on their supervised clinical (field) experience units.</u></p> | <p>This section was added to recognize prior supervised clinical field experience with children ages birth through eight as evidence of demonstrated competence for individuals upgrading an existing Child Development Permit. Exempting these candidates from the 100-hour requirement avoids unnecessary duplication of requirements while maintaining preparation standards and supporting efficient, equitable career advancement.</p> |
| <p><u>Propose 80114(a)(1)(C) a minimum of six semester units of coursework in ECE administration;</u></p> | <p>This section was added to clarify the requirement for coursework in early childhood education (ECE) administration, ensuring that candidates have foundational knowledge in program planning, staff supervision, and leadership within early learning settings.</p> |
| <p><u>Propose 80114(a)(1)(D) One year of full-time teaching experience (minimum of 3 hours per day) with students ages 0-8 years that can be verified by an employer as specified in section 80107; and</u></p> | <p>This section was added to establishes clear experience requirements to ensure candidates have recent and relevant practice working directly with young children. Requiring teaching experience promotes the development of professional competencies in instructional delivery, child development, and ensures candidates are prepared to support high-quality early learning environments.</p> |
| <p><u>Propose 80114(a)(1)(E) 100 days (minimum of 3 hours per day) of supervisory experience with students ages 0-8 years within the last four years.</u></p> | <p>This section was added to ensure that candidates have recent, meaningful supervisory experience supporting instruction and care for children ages birth through eight. Requiring 100 days of verified supervisory experience promotes leadership</p> |

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| | <p>competence, effective oversight of practice, and program quality.</p> |
| <p><u>Propose 80114(a)(2) Completion of an associate degree or higher in a subject area other than ECE/CD and at least 24 semester units in ECE/CD coursework as provided in section 80105, in addition to completion of all of the following:</u></p> | <p>This section was added to allow candidates with degrees in subject areas other than early childhood education or child development to qualify by demonstrating sufficient specialized preparation in ECE/CD. Requiring an associate degree or higher along with at least 24 semester units in ECE/CD coursework ensures instructional readiness, content expertise, and alignment with professional standards to supervise a site program.</p> |
| <p><u>Propose 80114(a)(2)(A) a minimum of two semester units of coursework in adult supervision;</u></p> | <p>This section was added to ensure that candidates develop foundational knowledge and skills in supervising adults, which is essential for effective leadership, collaboration, and mentoring within early learning environments. Requiring a minimum of two semester units in adult supervision coursework supports program quality, accountability, and the effective management of staff.</p> |
| <p><u>Propose 80114(a)(2)(B) a minimum of three semester units of supervised clinical (field) experience within an ECE setting. These units may be included in the required 24 early childhood education or child development semester unit requirement. Coursework must include a minimum of 100 hours of clinical experience;</u></p> | <p>This section was added to ensure that candidates gain sufficient supervised, hands-on experience in an early childhood education setting to effectively apply theory to practice. Requiring a minimum of three semester units and at least 100 hours of supervised clinical experience promotes instructional competence, professional readiness, and the protection of children’s educational welfare.</p> |
| <p><u>Propose 80114(a)(2)(B)1. Individuals who are interested in upgrading their permit from a Child Development Teacher Permit, Master Teacher, Site Supervisor, or Program Director Permit and have successfully completed supervised clinical field experience with children ages 0-8, shall not be subject to the 100-hour requirement on</u></p> | <p>This section was added to recognize prior supervised clinical field experience with children ages birth through eight as evidence of demonstrated competence for individuals upgrading an existing Child Development Permit. Exempting these candidates from the 100-hour requirement avoids unnecessary duplication of requirements while maintaining preparation</p> |

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| <p><u>their supervised clinical (field) experience units.</u></p> | <p>standards and supporting efficient, equitable career advancement.</p> |
| <p><u>Propose 80114(a)(2)(C) a minimum of six semester units of coursework in ECE administration;</u></p> | <p>This section was added to ensure that candidates possess foundational knowledge in early childhood education administration, including program operations, leadership, and regulatory compliance. Requiring a minimum of six semester units in ECE administration coursework supports effective program management, accountability, and the delivery of high-quality services.</p> |
| <p><u>Propose 80114(a)(2)(D) one year of full-time teaching experience (minimum of 3 hours per day) with students ages 0-8 years that be verified by an employer, as specified in section 80107; and</u></p> | <p>This section was added to establishes clear experience requirements to ensure candidates have recent and relevant practice working directly with young children, requiring teaching experience promotes the development of professional competencies in instructional delivery, child development, and ensures candidates are prepared to support high-quality early learning environments.</p> |
| <p><u>Propose 80114(a)(2)(E) 100 days (minimum of 3 hours per day) of supervisory experience with students ages 0-8 years within the last four years.</u></p> | <p>This section was added to ensure that candidates have recent, meaningful supervisory experience supporting instruction and care for children ages birth through eight. Requiring 100 days of verified supervisory experience promotes leadership competence, effective oversight of practice, and program quality.</p> |
| <p><u>Propose 80114(b) Term and Renewal. The Early Childhood Administrator 1 shall be issued for five years and renewed for successive five-year periods upon submission of:</u></p> | <p>This section was added to establish a five-year term for the Early Childhood Administrator 1 permit to provide stability and continuity in program leadership and administration. Allowing renewal for successive five-year periods upon submission of required documentation supports sustained professional growth, administrative accountability, and alignment with program quality standards.</p> |

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| <p><u>Propose 80114(b)(1) an application form for renewal as defined in Section 80001;</u></p> | <p>This section was added to require submission of an application to support administrative processing and program sustainability. This language is necessary for consistency and continuity with existing regulatory language referencing application requirements.</p> |
| <p><u>Propose 80114(b)(2) the fee for issuance as specified in Section 80487; and</u></p> | <p>This section was added to require submission of renewal fees to support administrative processing and program sustainability. This is the same fees under the current structure. This language is necessary for consistency and continuity with existing regulatory language referencing application requirements.</p> |
| <p><u>Propose 80114(b)(3) verification of completion of 105 hours of professional growth as defined in section 80105.</u></p> | <p>This section was added to require completion of 105 hours of professional growth—defined as structured, job-related learning activities such as college or university coursework, conferences, workshops, institutes, academies, symposia, and county and site based professional development opportunities to promote ongoing educator development and support high-quality learning environments.</p> |
| <p><u>Propose 80114(c) Authorization. The Early Childhood Administrator 1 authorizes the holder to supervise an early learning and child development program in the care, development, and instruction of children and to provide guidance and supervision to Early Childhood Educator 1, Early Childhood Educator 2, and Early Childhood Educator 3 permit holders serving in the role of the teacher of record and/or site director responsible for overseeing state requirements at a single program site. Instructional services may include, but shall not be limited to, the development and implementation of curriculum, learning goals and environments, observation and assessment, family engagement, and health, safety and nutrition.</u></p> | <p>This section was added to define the scope of responsibility for the Early Childhood Administrator 1 as providing site-level leadership, supervision, and oversight of early learning and child development programs serving young children. Clearly establishing these duties supports effective implementation of instructional programs, regulatory compliance, staff supervision, and the protection of children’s health, safety, and educational welfare in the public interest.</p> |

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| <p><i>Propose 80114 Note:</i> Authority cited: Sections 8363, 8370, 8337 and 44225(d), and <u>44225(g)</u>, Education Code. Reference: Sections 8363 and 8370<u>8337</u>, Education Code.</p> | <p>This section was added to update education codes in the authority cited section. The authority cited is being updated with the correct applicable education code sections. Outdated education codes are being removed from the reference section. The Reference cited is being updated with the correct applicable education code sections.</p> |
| <p><i>Amend § 80115.</i>Child Development Program Director Permit <u>Early Childhood Administrator 2.</u></p> | <p>The title is being adopted to clarify and make specific that this section will state information about the Early Childhood Administrator 2 permit. This title is consistent with existing language related to titling permits in the CCR.</p> |
| <p><i>Repeal 80115(a) Requirements.</i> Each applicant for a Child Development Program Director Permit shall comply with the procedure prescribed for application in Section 80107 and shall meet one of the following options: (1) All of the following:</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p><i>Repeal 80115(a)(1)(A)</i> Completion of a baccalaureate degree with at least twenty-four (24) units of early childhood education or child development, including the core areas of child and/or human development; child, family and community; and programs and curriculum;</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p><i>Repeal 80115(a)(1)(B)</i> Completion of six (6) additional semester units of coursework in the administration and supervision of child care and development programs. These six units must include at least two different courses. One course shall be introductory and one course shall be advanced, or they must be courses of different topical content.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |

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| <p>Repeal 80115(a)(1)(C) Completion of two (2) semester units of adult supervision coursework.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80115(a)(1)(D) Child Development Site Supervisor status, with at least one program year of site supervisor experience.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80115(a)(2) A master's degree or higher in Child/Human Development, Early Childhood Education or closely related field.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80115(a)(3) An Administrative Services credential authorizing services in public schools in California, with twelve (12) semester units of early childhood education or child development coursework and a three (3) semester unit supervised field experience.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80115(a)(4) A current credential issued by the Commission on Teacher Credentialing authorizing teaching service in a self-contained classroom or a secondary teaching credential in home economics, with twelve (12) semester units of early childhood education or child development coursework, three (3) semester units in a supervised field experience, and six additional semester units in administration of early childhood education or child development.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80115(a)(5) Completion of equivalent training approved by the Commission on Teacher Credentialing. Equivalent training may include traditional coursework taken through a regionally accredited institution of higher education and Commission approved alternative education programs.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |

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| <p>Repeal 80115(b) An individual may apply for this permit with a “School-Age Emphasis” by completing half of his/her units in school-age coursework.</p> | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80115(c) Term and Renewal. The Child Development Program Director Permit shall be issued for five years and renewed for successive five-year periods upon submission of all of the following:</p> <ul style="list-style-type: none"> (1) an application for renewal; (2) required fees; and (3) verification of completion of 105 hours of professional growth. | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p>Repeal 80115(d) Authorization.</p> <ul style="list-style-type: none"> (1) A Child Development Program Director Permit authorizes the holder to supervise a child care and development program operated in a single or multiple sites, provide service in the care, development, and instruction of children in a child care and development program, and serve as a coordinator of curriculum and staff development in a child care and development program. (2) The Child Development Program Director Permit With School-age Emphasis authorizes the holder to provide all of the services authorized for the Child Development Program Director Permit holder as well as provide services in the care, development, and instruction of children in before school, after school and other school-age child care programs. | <p>This subsection is being repealed because it is no longer applicable due to the new permit level structure.</p> |
| <p><u>Propose 80115(a) Early Childhood Administrator 2 Requirements. The minimum requirements for the issuance of an Early Childhood Administrator 2 shall</u></p> | <p>This section was added to ensure clear minimum requirements for issuance of the Early Childhood Administrator 2 permit to ensure consistency, transparency, and</p> |

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| <p><u>include submission of an application as provided in Section 80107, in addition to one of the following options:</u></p> | <p>accountability in the credentialing process. Requiring submission of an application in accordance with Section 80107, along with completion of one of the specified qualification pathways, supports high-quality leadership preparation while meeting workforce and program needs in the public interest.</p> |
| <p><u>Propose 80115(a)(1) Completion of a bachelor’s degree or higher in early childhood education (ECE) or child development (CD), or a degree program that includes at least 24 semester units in ECE/CD coursework as provided in section 80105, in addition to completion of all of the following:</u></p> | <p>This section was added to ensure that candidates for the Early Childhood Administrator 2 permit possess advanced academic preparation in early childhood education or child development that supports effective program leadership and oversight. Requiring a bachelor’s degree or higher, or a degree program with at least 24 semester units in ECE/CD coursework, promotes depth of expertise, consistency in preparation, and alignment with standards for high-quality early learning programs.</p> |
| <p><u>Propose 80115(a)(1)(A) a minimum of two semester units of coursework in adult supervision;</u></p> | <p>This section was added to ensure that candidates develop foundational knowledge and skills in supervising adults, which is essential for effective leadership, collaboration, and mentoring within early learning environments. Requiring a minimum of two semester units in adult supervision coursework supports program quality, accountability, and the effective management of staff.</p> |
| <p><u>Propose 80115(a)(1)(B) a minimum of three semester units of supervised clinical (field) experience within an ECE setting. These units may be included in the required 24 early childhood education or child development semester unit requirement. Coursework must include a minimum of 100 hours of clinical experience;</u></p> | <p>This section was added to clarify and makes specific that the applicant must complete three or more semester units of supervised clinical (field) experience, and a minimum of 100 hours to ensure candidates have hands-on practical application of early learning principles in a real-world setting. This requirement ensures that candidates gain sufficient supervised, hands-on experience in an early childhood education setting to effectively apply theory to practice.</p> |

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| | <p>Requiring a minimum of three semester units and at least 100 hours of supervised clinical experience promotes instructional competence, professional readiness, and the protection of children’s educational welfare.</p> |
| <p><u>Propose 80115(a)(1)(B)1. Individuals who are interested in upgrading their permit from a Child Development Teacher Permit, Master Teacher, Site Supervisor, or Program Director Permit and have successfully completed supervised clinical field experience with children ages 0-8, shall not be subject to the 100-hour requirement on their supervised clinical (field) experience units.</u></p> | <p>This section was added to recognize prior supervised clinical field experience with children ages birth through eight as evidence of demonstrated competence for individuals upgrading an existing Child Development Permit. Exempting these candidates from the 100-hour requirement avoids unnecessary duplication of requirements while maintaining preparation standards and supporting efficient, equitable career advancement.</p> |
| <p><u>Propose 80115(a)(1)(C) a minimum of six semester units of coursework in ECE administration;</u></p> | <p>This section was added to clarify the requirement for coursework in early childhood education (ECE) administration, ensuring that candidates have foundational knowledge in program planning, staff supervision, and leadership within early learning settings.</p> |
| <p><u>Propose 80115(a)(1)(D) one year of full-time teaching experience (minimum of 3 hours per day) with students ages 0-8 years that can be verified by an employer, as specified in section 80107; and</u></p> | <p>This section was added to establishes clear experience requirements to ensure candidates have recent and relevant practice working directly with young children. Requiring teaching experience promotes the development of professional competencies in instructional delivery, child development, and ensures candidates are prepared to support high-quality early learning environments.</p> |
| <p><u>Propose 80115(a)(1)(E) 100 days (minimum of 3 hours per day) of supervisory experience with students ages 0-8 years within the last four years.</u></p> | <p>This section was added to ensure that candidates have recent, meaningful supervisory experience supporting instruction and care for children ages birth through eight. Requiring 100 days of verified supervisory experience promotes leadership competence, effective oversight of practice, and program quality.</p> |

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| <p><u>Propose 80115(a)(2) Completion of a bachelor’s degree or higher in a subject area other than ECE/CD and at least 24 semester units in ECE/CD coursework, as provided in section 80105, in addition to completion of all of the following:</u></p> | <p>This section was added to allow candidates with bachelor’s degrees or higher in other subject areas to qualify by demonstrating sufficient specialized preparation in early childhood education or child development. Requiring completion of at least 24 semester units in ECE/CD coursework ensures administrative readiness, content expertise, and alignment with professional standards that support program quality.</p> |
| <p><u>Propose 80115(a)(2)(A) a minimum of two semester units of coursework in adult supervision:</u></p> | <p>This section was added to ensure that candidates develop foundational knowledge and skills in supervising adults, which is essential for effective leadership, collaboration, and mentoring within early learning environments. Requiring a minimum of two semester units in adult supervision coursework supports program quality, accountability, and the effective management of staff.</p> |
| <p><u>Propose 80115(a)(2)(B) a minimum of three semester units of supervised clinical (field) experience within an ECE setting. These units may be included in the required 24 early childhood education or child development semester unit requirement. Coursework must include a minimum of 100 hours of clinical experience:</u></p> | <p>This section was added to ensure that candidates gain sufficient supervised, hands-on experience in an early childhood education setting to effectively apply theory to practice. Requiring a minimum of three semester units and at least 100 hours of supervised clinical experience promotes instructional competence, professional readiness, and the protection of children’s educational welfare.</p> |
| <p><u>Propose 80115(a)(2)(B)1. Individuals who are interested in upgrading their permit from a Child Development Teacher Permit, Master Teacher, Site Supervisor, or Program Director Permit and have successfully completed supervised clinical field experience with children ages 0-8, shall not be subject to the 100-hour requirement on their supervised clinical (field) experience units.</u></p> | <p>This section was added to recognize prior supervised clinical field experience with children ages birth through eight as evidence of demonstrated competence for individuals upgrading an existing Child Development Permit. Exempting these candidates from the 100-hour requirement avoids unnecessary duplication of requirements while maintaining preparation standards and supporting efficient, equitable career advancement.</p> |

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| <p><u>Propose 80115(a)(2)(C) a minimum of six semester units of coursework in ECE administration;</u></p> | <p>This section was added to clarify the requirement for coursework in early childhood education (ECE) administration, ensuring that candidates have foundational knowledge in program planning, staff supervision, and leadership within early learning settings.</p> |
| <p><u>Propose 80115(a)(2)(D) One year of full-time teaching experience (minimum of 3 hours per day) with students ages 0-8 years that can be verified by an employer, as specified in section 80107; and</u></p> | <p>This section was added to establish clear experience requirements to ensure candidates have recent and relevant practice working directly with young children. Requiring teaching experience promotes the development of professional competencies in instructional delivery, child development, and ensures candidates are prepared to support high-quality early learning environments.</p> |
| <p><u>Propose 80115(a)(2)(E) 100 days (minimum of 3 hours per day) of supervisory experience with students ages 0-8 years within the last four years.</u></p> | <p>This section was added to ensure that candidates have recent, meaningful supervisory experience supporting instruction and care for children ages birth through eight. Requiring 100 days of verified supervisory experience promotes leadership competence, effective oversight of practice, and program quality.</p> |
| <p><u>Propose 80115(a)(3) Possession of a valid PK-3 Early Childhood Education Specialist Instruction Credential in addition to completion of all of the following:</u></p> | <p>This section was added to recognize the PK-3 Early Childhood Education Specialist Instruction Credential as evidence of advanced preparation and competency in early childhood education. Requiring a minimum of two semester units in adult supervision ensures credential holders also possess the leadership and supervisory skills necessary to effectively guide and support staff in early learning settings.</p> |
| <p><u>Propose 80115(a)(3)(A) a minimum of two semester units of coursework in adult supervision;</u></p> | <p>This section was added to ensure that candidates develop foundational knowledge and skills in supervising adults, which is essential for effective leadership, collaboration, and mentoring within early learning environments. Requiring a minimum of two semester units in adult</p> |

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| | supervision coursework supports program quality, accountability, and the effective management of staff. |
| <u>Propose 80115(a)(3)(B) a minimum of six semester units of coursework in ECE administration;</u> | This section was added to clarify the requirement for coursework in early childhood education (ECE) administration, ensuring that candidates have foundational knowledge in program planning, staff supervision, and leadership within early learning settings. |
| <u>Propose 80115(a)(3)(C) one year of full-time teaching experience (minimum of 3 hours per day) with students ages 0-8 years that can be verified by an employer, as specified in section 80107; and</u> | This section was added to establish clear experience requirements to ensure candidates have recent and relevant practice working directly with young children, Requiring teaching experience promotes the development of professional competencies in instructional delivery, child development, and ensures candidates are prepared to support high-quality early learning environments. |
| <u>Propose 80115(a)(3)(D)100 days (minimum of 3 hours per day) of supervisory experience with students ages 0-8 years within the last four years.</u> | This section was added to ensure that candidates have recent, meaningful supervisory experience supporting instruction and care for children ages birth through eight. Requiring 100 days of verified supervisory experience promotes leadership competence, effective oversight of practice, and program quality. |
| <u>Propose 80115(a)(4) Possession of a valid Multiple Subject Teaching Credential and 24 semester units in ECE/CD as provided in section 80105 in addition to completion of all of the following:</u> | This section was added to recognize the Multiple Subject Teaching Credential as evidence of comprehensive preparation in instructional practice and child development across content areas. Requiring completion of additional specified requirements ensures alignment with early childhood education competencies and supports effective instruction and leadership for young learners in the public interest. |
| <u>Propose 80115(a)(4)(A) a minimum of two semester units of coursework in adult supervision;</u> | This section was added to ensure that candidates develop foundational knowledge and skills in supervising adults, which is essential for effective leadership, |

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| | collaboration, and mentoring within early learning environments. Requiring a minimum of two semester units in adult supervision coursework supports program quality, accountability, and the effective management of staff. |
| <u>Propose 80115(a)(4)(B) a minimum of six semester units of coursework in ECE administration;</u> | This section was added to clarify the requirement for coursework in early childhood education (ECE) administration, ensuring that candidates have foundational knowledge in program planning, staff supervision, and leadership within early learning settings. |
| <u>Propose 80115(a)(4)(C) one year of full-time teaching experience (minimum of 3 hours per day) with students ages 0-8 years that can be verified by an employer, as specified in section 80107; and</u> | This section was added to establish clear experience requirements to ensure candidates have recent and relevant practice working directly with young children. Requiring teaching experience promotes the development of professional competencies in instructional delivery, child development, and ensures candidates are prepared to support high-quality early learning environments. |
| <u>Propose 80115(a)(4)(D) 100 days (minimum of 3 hours per day) of supervisory experience with students ages 0-8 years within the last four years.</u> | This section was added to ensure that candidates have recent, meaningful supervisory experience supporting instruction and care for children ages birth through eight. Requiring 100 days of verified supervisory experience promotes leadership competence, effective oversight of practice, and program quality. |
| <u>Propose 80115(a)(5) Possession of a valid Administrative Services Credential and 24 semester units in ECE/CD as provided in section 80105, in addition to completion of all of the following:</u> | This section was added to allow experienced education administrators to transition into leadership roles within early learning programs, provided they also possess foundational coursework in child development and early learning pedagogy. |
| <u>Propose 80115(a)(5)(A) a minimum of two semester units of coursework in adult supervision;</u> | This section was added to ensure that candidates develop foundational knowledge and skills in supervising adults, which is essential for effective leadership, |

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| | collaboration, and mentoring within early learning environments. Requiring a minimum of two semester units in adult supervision coursework supports program quality, accountability, and the effective management of staff. |
| <u>Propose 80115(a)(5)(B) a minimum of six semester units of coursework in ECE administration;</u> | This section was added to clarify the requirement for coursework in early childhood education (ECE) administration, ensuring that candidates have foundational knowledge in program planning, staff supervision, and leadership within early learning settings. |
| <u>Propose 80115(a)(5)(C) one year of full-time teaching experience (minimum of 3 hours per day) with students ages 0-8 years that can be verified by an employer, as specified in section 80107; and</u> | This section was added to establish clear experience requirements to ensure candidates have recent and relevant practice working directly with young children. Requiring teaching experience promotes the development of professional competencies in instructional delivery, child development, and ensures candidates are prepared to support high-quality early learning environments. |
| <u>Propose 80115(a)(5)(D) 100 days (minimum of 3 hours per day) of supervisory experience with students ages 0-8 years within the last four years.</u> | This section was added to ensure that candidates have recent, meaningful supervisory experience supporting instruction and care for children ages birth through eight. Requiring 100 days of verified supervisory experience promotes leadership competence, effective oversight of practice, and program quality. |
| <u>Propose 80115(b) Term and Renewal. The Early Childhood Administrator 2 shall be issued for five years and renewed for successive five-year periods upon submission of:</u> | This section was added to establish a five-year term for the Early Childhood Administrator 2 permit to support stability and continuity in program leadership and administrative oversight. Allowing renewal for successive five-year periods upon submission of required documentation promotes sustained professional growth, accountability, and alignment with program quality and public interest standards. |
| <u>Propose 80115(b)(1) an application form for renewal as defined in Section 80001;</u> | This section was added to require submission of an application to support |

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| | <p>administrative processing and program sustainability. This language is necessary for consistency and continuity with existing regulatory language referencing application requirements.</p> |
| <p><u>Propose 80115(b)(2) the fee for issuance as specified in Section 80487; and</u></p> | <p>This section was added to require submission of renewal fees to support administrative processing and program sustainability. This is the same fees under the current structure. This language is necessary for consistency and continuity with existing regulatory language referencing application requirements.</p> |
| <p><u>Propose 80115(b)(3) verification of completion of 105 hours of professional growth as defined in section 80105.</u></p> | <p>This section was added to require completion of 105 hours of professional growth—defined as structured, job-related learning activities such as college or university coursework, conferences, workshops, institutes, academies, symposia, and county and site based professional development opportunities to promote ongoing educator development and support high-quality learning environments.</p> |
| <p><u>Propose 80115(c) Authorization. The Early Childhood Administrator 2 authorizes the holder to supervise an early learning and child development program operating at multiple sites in the care, development, and instruction of children and to provide guidance and supervision to Early Childhood Educator 1, Early Childhood Educator 2, Early Childhood Educator 3, and Early Childhood Administrator 1 staff. The holder may also serve as the coordinator of multiple sites in the areas of curriculum, staff development, and mentorship at the program level. Instructional services may include but shall not be limited to the development and implementation of curriculum, learning goals and environments, observation and assessment, family engagement, and health, safety and nutrition.</u></p> | <p>This section was added to ensure this authorization defines the role of the Early Childhood Administrator 2 as providing multi-site leadership, supervision, and oversight of early learning and child development programs serving young children. Clearly establishing these responsibilities supports program coherence, staff development, regulatory compliance, and the consistent delivery of high-quality instructional and support services in the public interest.</p> |
| <p>Amend 80115 Note: Authority cited: Sections 8363, 8370, 8337, and 44225(d), and</p> | <p>This section was added to update education codes in the authority cited section. The</p> |

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| <p><u>44225(g)</u>, Education Code. Reference: Sections 83378363 and 8370, Education Code.</p> | <p>authority cited is being updated with the correct applicable education code sections. Outdated education codes are being removed from the reference section. The Reference cited is being updated with the correct applicable education code sections.</p> |
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Anticipated Benefits

The broad objectives of these proposed regulations are to ensure integrity, relevance, and high quality in the preparation and certification of the educators who serve all of California’s diverse students. In addition, the Commission anticipates that the proposed amendments will develop, maintain, and promote high quality authentic, consistent educator preparation that support the development and permitting of educators who have demonstrated the capacity to be effective practitioners. Furthermore, the proposed regulations will drive program quality and effectiveness for the preparation of the education workforce and are responsive to the needs of California’s diverse student population.

Fiscal and Economic Impacts of the Regulation

Economic Impact Assessment

Creation or elimination of jobs within the state

The Commission concludes that it is unlikely that the proposed amendments will create jobs within the State of California. The proposed amendments pertain to the educators seeking a Child Development Permit. These amendments implement a more appropriate measure of the readiness of individuals already entering the education profession as California early childhood educators.

Creation of new businesses or the elimination of existing businesses within the state

The Commission concludes that it is unlikely that the proposed amendments will create any new businesses or eliminate any existing businesses within the State of California since the proposed amendments pertain to applicants seeking a Child Development Permit. In addition, the requirements outlined in this regulation can only be obtained through educational institutions such as California Community Colleges, State Universities, Universities of California, private four-year colleges and universities, or local education agencies, none of which meet the definition for a business.

Expansion of businesses currently doing business within the state

The Commission concludes that it is unlikely the proposed amendments would cause the expansion of businesses currently doing business within the State of California since the proposed amendments pertain to applicants seeking a Child Development Permit. While there may be some slight expansion of enrollment at institutions, due to providing prospective educators with multiple pathways to explore and access careers in education and advance in the profession, this is expected to be minimal. These amendments will not cause the elimination of existing businesses in California.

Cost impacts on a representative private person or business

The Commission is not aware of any cost impacts that a representative private person or business would necessarily incur in reasonable compliance with the proposed action.

Business Report

This proposal does not require a business report to be made.

Effect on Small Business

The proposed regulations will not have a significant adverse economic impact upon small businesses. The proposed regulations apply only to individuals seeking a permit to work in California's early childhood programs.

Significant Adverse Economic Impact on Business

The Commission has concluded there is no significant adverse impact on business. These regulations make clear the required components for candidates seeking a Child Development Permit.

Benefits of the regulation to the health and welfare of California residents, worker safety, and the state's environment

The Commission does not anticipate that the proposed regulations will result in an increase in the protection of public health and welfare of California residents, worker safety, or the environment, or an increase in openness and transparency in business.

Documents Relied Upon

December 2025 Commission Meeting. Commission Information/Action Item 2A: Proposed Regulatory Amendments Pertaining to Title 5 of the California Code of Regulations Pertaining to the Child Development Permit

Commission Information/Action Item 1C: Approval of the February 2026 Consent Calendar, Item: Proposed Regulatory Amendments Pertaining to Title 5 of the California Code of Regulations Pertaining to the Child Development Permit

Reasonable Alternatives to the Regulations and the Department's Reasons for Rejecting Those Alternatives

Pursuant to Government Code Section 11346.9(a)(4), the Department has determined that no alternative considered by the agency would be more effective and less burdensome or costly to affected private persons than the adopted regulation or would be more cost effective to affected private persons and equally effective in implementing the statutory policy or other provision of law.

In accordance with Government Code Section 11346.5(a)(13), the Department must determine that no reasonable alternative is considered or that has otherwise been identified and brought to its attention would be more effective in carrying out the purpose for which the action is proposed, would be as effective and less burdensome to affected private persons than the

proposed action, or would be more cost-effective to affected private persons and equally effective in implementing the statutory policy or other provision of law.

Pursuant to Government Code section 11346.9(a)(5), if anyone proposes an alternative that would lessen the adverse economic impact on small businesses, the final statement of reasons must include an explanation setting forth the Department's reasons for rejecting any proposed alternatives.