

By: Davis of Harris

H.B. No. 2903

A BILL TO BE ENTITLED

AN ACT

relating to training requirements for certain child-care workers.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Section 42.0421, Human Resources Code, is amended by amending Subsections (a) and (f) and adding Subsections (a-1) and (j) to read as follows:

(a) The minimum training standards prescribed by the department under Section 42.042(p) for an employee, director, or operator of a day-care center, group day-care home, or registered family home must include:

(1) 60 ~~[24]~~ hours of initial training ~~[that must be completed not later than the 90th day after the employee's first day of employment]~~ for an employee of a day-care center who has no previous training or less than two years of employment experience in a regulated child-care facility, subject to the following requirements:

(A) the employee must complete the initial training not later than the first anniversary of the employee's first day of employment;

(B) the employee must complete at least 36 hours of the initial training not later than the 90th day after the employee's first day of employment; and

(C) the employee must complete at least 24 ~~[7~~ eight] hours of the initial training ~~[which must be completed]~~

1 before the employee is given responsibility for a group of
2 children;

3 (2) 24 hours of annual training for each employee of a
4 day-care center or group day-care home who has completed the
5 initial training required by Subdivision (1), excluding the
6 director, which must include at least:

7 (A) six hours of training in one or more of the
8 following areas:

- 9 (i) [~~(A)~~] child growth and development;
10 (ii) [~~(B)~~] guidance and discipline; and
11 (iii) [~~(C)~~] age-appropriate curriculum;

12 and

13 (B) six hours of training in
14 [~~(D)~~] teacher-child interaction; and

15 (3) 30 hours of annual training for each director of a
16 day-care center or group day-care home, or operator of a registered
17 family home, which must include at least six hours of training in
18 one or more of the following areas:

- 19 (A) child growth and development;
20 (B) guidance and discipline;
21 (C) age-appropriate curriculum; and
22 (D) teacher-child interaction.

23 (a-1) Thirty hours of the initial training required under
24 Subsection (a)(1), and the 12 hours of annual training required
25 under Subsections (a)(2)(A) and (B) must be provided by a person who
26 meets at least one of the qualifications listed under Subsection
27 (f)(1), (2), (3), or (4).

1 (f) The training required by this section must be
2 appropriately targeted and relevant to the age of the children who
3 will receive care from the individual receiving training and must
4 be provided by a person who:

5 (1) is a training provider registered with the Texas
6 Early Care and Education Career Development System's Texas Trainer
7 Registry that is maintained by the Texas Head Start State
8 Collaboration Office;

9 (2) is an instructor at a public or private secondary
10 school, an institution of higher education, as defined by Section
11 [61.003](#), Education Code, or a private college or university
12 accredited by a recognized accrediting agency who teaches early
13 childhood development or another relevant course, as determined by
14 rules adopted by the commissioner of education and the commissioner
15 of higher education;

16 (3) is an employee of a state agency with relevant
17 expertise;

18 (4) is a physician, psychologist, licensed
19 professional counselor, social worker, or registered nurse;

20 (5) holds a generally recognized credential [~~or~~
21 ~~possesses documented knowledge~~] relevant to the training the person
22 will provide;

23 (6) is a registered family home care provider or
24 director of a day-care center or group day-care home in good
25 standing with the department, if applicable, and who:

26 (A) has demonstrated core knowledge in child
27 development and caregiving; and

1 (B) is only providing training at the home or
2 center in which the provider or director and the person receiving
3 training are employed; or

4 (7) has at least two years of experience working in
5 child development, a child development program, early childhood
6 education, a childhood education program, or a Head Start or Early
7 Head Start program and:

8 (A) has been awarded a Child Development
9 Associate (CDA) credential; or

10 (B) holds at least an associate's degree in child
11 development, early childhood education, or a related field.

12 (j) The training required by this section may be provided in
13 person or online.

14 SECTION 2. Section 42.0421(a), Human Resources Code, as
15 amended by this Act, applies only to an employee who is initially
16 employed by a day-care center on or after the effective date of this
17 Act. An employee who is initially employed by a day-care center
18 before that date is subject to the law in effect immediately before
19 the effective date of this Act, and the former law is continued in
20 effect for that purpose.

21 SECTION 3. This Act takes effect September 1, 2015.