



## New Training Requirements for All School Readiness Providers

**Important Announcement:** Due to changes in federal regulations, there are new health and safety training requirements for all child care personnel employed at a contracted School Readiness (SR) Program site. For compliance, all personnel who directly supervise children must successfully complete mandated health and safety training.

**All current SR child care personnel** must complete two new health and safety courses (*Health and Nutrition in the School Readiness Program* and *Safety Practices in the School Readiness Program*) **by June 30, 2024**. These free courses are available in the [Florida Early Childhood Professional Development Registry](#). SR child care personnel must take these courses even if they have completed preservice training and may use the two courses towards the annual in-service training requirement.

**New hires and current preservice trainees** must complete all required preservice training within 90 days of initial employment with any SR provider by successfully completing one of the options below. If a new hire or preservice trainee elects to complete DCF courses in Option 1, they must also complete the two new health and safety courses (*Health and Nutrition in the School Readiness Program* and *Safety Practices in the School Readiness Program*).

**SR child care personnel with exemptions from completing the DCF introductory child care training** based on educational credentials or passing of competency examinations per Section 402.305(2), Florida Statutes, must complete all mandated preservice training in Option 1 or 2 (along with the *Health and Nutrition in the School Readiness Program* and *Safety Practices in the School Readiness Program*) **or** Option 3 **by June 30, 2024**, or within 90 days of initial employment.

### **Option 1 (DCF courses, plus corresponding exams) - <https://childcaretraining.myflfamilies.com/studentsite/admin/signin>**

Existing courses available now under the [Child Care Facility Part 1](#) heading for \$10 per course:

- *Health, Safety and Nutrition* (8-hour)
- *Child Growth and Development* (6-hour)
- *Behavioral Observation and Screening* (6-hour)
- *Identifying and Reporting Child Abuse and Neglect* (4-hour)

Must also complete the two new health and safety courses in Option 3 (*Health and Nutrition in the School Readiness Program* and *Safety Practices in the School Readiness Program*).

### **Option 2 (DEL - Early Learning Florida Health and Safety modules) – <https://collabornation.net/login/floridaearlylearning>**

As of December 31, 2023, these courses are no longer available. **Anyone who was in the process of taking these modules and did not complete the entire required set by December 31, 2023, must complete Option 1 or Option 3.**

### **Option 3 (DEL - Florida Early Childhood PD Registry) - <https://childcaretraining.myflfamilies.com/studentsite/admin/signin>**

New courses available as of **January 1, 2024**, under the [School Readiness Preservice Training](#) heading for free:

- *Child Development in the School Readiness Program* (4-hour)
- *Health and Nutrition in the School Readiness Program\** (4-hour)
- *Safe Sleep Practices in Child Care* (2-hour; *not required for school-age only programs*)
- *Safety Practices in the School Readiness Program\** (5-hour)
- *Transportation Safety in Child Care Programs* (2-hour; *if applicable*)

\*Indicates required training for all SR child care personnel.



# School Readiness Health and Safety Frequently Asked Questions

## School Readiness (SR) Health and Safety Specific Information

### A. What training satisfies the new SR Health and Safety training requirements?

All child care personnel working directly with children at an SR-contracted site will need to complete either:

1. The DCF Introductory Training courses in Part I, plus corresponding exams:
  - *Health, Safety and Nutrition* (8-hour/0.8 CEUs)
  - *Child Growth and Development* (6-hour/0.6 CEUs)
  - *Behavioral Observation and Screening* (6-hour/0.6 CEUs)
  - *Identifying and Reporting Child Abuse and Neglect* (4-hour/0.4 CEUs)

**and** two new SR Preservice training courses (*Health and Nutrition in the School Readiness Program* and *Safety Practices in the School Readiness Program*)

**OR**

2. Early Learning Florida (ELFL) modules (As of December 31, 2023, these courses are no longer available. Anyone who was in the process of taking these modules and did not complete the entire required set by December 31, 2023, must complete Option 1 or Option 3.)

- Health and Sanitation;
- Safety of the Environment;
- Precautions in Transporting Children (if applicable);
- Safe Sleep Practices (not required for school-age only programs);
- Child Safety and Prevention;
- Planning for Emergencies; and
- Prevention of Child Abuse and Supporting Children in Trauma

And any of the following developmentally appropriate practices modules completed through ELFL, as applicable:

- Supporting the Social-Emotional Development of Infants/Toddlers;
- Supporting the Social-Emotional Development of Preschool Children; or
- Supporting the Social-Emotional Development of Mixed-Age Group Care

**and** two new SR Preservice training courses (*Health and Nutrition in the School Readiness Program* and *Safety Practices in the School Readiness Program*)

**OR**

3. The new SR Preservice courses:
  - *Child Development in the School Readiness Program* (4-hour/0.4 CEUs)
  - *Health and Nutrition in the School Readiness Program* (4-hour/0.4 CEUs)
  - *Safe Sleep Practices in Child Care* (2-hour/0.2 CEUs; not required for school-age only programs)
  - *Safety Practices in the School Readiness Program* (5-hour/0.5 CEUs)
  - *Transportation Safety in Child Care Programs* (2-hour/0.2 CEUs; if applicable)

### B. I've already completed Preservice training; how long do I have to complete the new courses?

Anyone who completed DCF Introductory training or the ELFL modules on or before December 31, 2023, must complete the new courses by June 30, 2024. Anyone hired on or after January 1, 2024, who complete the DCF Introductory training courses must complete the *Health and Nutrition in the*

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*School Readiness Program and Safety Practices in the School Readiness Program* within 90 days of hire at an SR-contracted facility or home.

**C. Why do I need to complete two new courses if I have already met the Preservice training requirements?**

SR is a federally funded program that the federal government audits for compliance. The federal Administration for Children and Families determined certain elements (i.e., pediatric first aid and CPR, medication administration, emergency preparedness) were missing from Florida's Preservice training. The DEL incorporated these elements into the *Health and Nutrition in the School Readiness Program* and *Safety Practices in the School Readiness Program* courses. All child care personnel must complete these two courses for compliance with federal regulations.

**D. Must I take the new training if I was exempt from taking the DCF introductory training because I passed a competency exam?**

Yes, anyone receiving an exemption from DCF Introductory training must complete all preservice training by taking:

1. The DCF course(s) they were exempt from and the two new courses, *Health and Nutrition in the School Readiness Program* and *Safety Practices in the School Readiness Program*,
2. All applicable Early Learning Florida (ELFL) modules and the two new courses, *Health and Nutrition in the School Readiness Program* and *Safety Practices in the School Readiness Program*, or
3. All applicable new SR Preservice courses.

**E. Must I take the new training if I was exempt from taking the DCF introductory training because of my education?**

Yes, anyone receiving an exemption from DCF Introductory training must complete all preservice training by taking:

1. The DCF course(s) they were exempt from (including the competency exam) and the two new courses, *Health and Nutrition in the School Readiness Program* and *Safety Practices in the School Readiness Program*,
2. All applicable ELFL modules and the two new courses, *Health and Nutrition in the School Readiness Program* and *Safety Practices in the School Readiness Program*, or
3. All applicable new SR Preservice courses.

**F. Must I take the additional training if I completed all the ELFL Health and Safety trainings?**

Yes, anyone who completed the entire required set of ELFL modules on or before December 31, 2023, must also complete the two new courses, *Health and Nutrition in the School Readiness Program* and *Safety Practices in the School Readiness Program*.

**G. Must all new employees hired after 1/1/24 complete the five courses in the DCF Training Registry?**

All new hires at an SR-contracted site beginning 1/1/24 will either need to complete the required DCF Introductory training courses in Part I **and** the two new SR Preservice training courses (*Health and Nutrition in the School Readiness Program* and *Safety Practices in the School Readiness Program*) or the SR Preservice courses, as applicable, within 90 days of hire to be compliant with SR Preservice training requirements.

**H. I'm a new hire, how long do I have to complete the Preservice training?**

Preservice training must be completed within 90 days of hire at an SR-contracted facility or home.

## School Readiness Health and Safety Frequently Asked Questions

**I. Do we have to meet all SR training requirements in 90 days if my facility has been in operation for years, but we recently contracted for the SR program?**

Yes. When contracting for the School Readiness Program, the personnel currently employed at the program must meet Preservice training requirements within 90 days of contract execution. Personnel hired after the SR contract execution date must meet Preservice training requirements within 90 days of hire.

**J. Do drivers need to take the new training requirements?**

This depends on whether the driver meets the DEL definition of child care personnel. “Child Care Personnel” refers to any person employed by, or who volunteers at, an SR provider for an average of ten (10) or more hours per month and who works directly with children to implement program activities or is unsupervised with children in care at any time during the program’s hours of operation. Drivers employed exclusively for transportation purposes are not included in this definition for purposes of pre-service training, provided they meet all screening and transportation requirements and are supervised at all times by a staff member who has completed pre-service training.

**K. Must a therapist who visits my program to provide services to a child meet the new training requirements?**

No. A therapist who visits an SR-contracted program to work with an enrolled child does not meet the definition of child care personnel so they are not required to meet training requirements.

**L. Must SR license exempt providers take the new health and safety training?**

Yes. All current SR personnel must complete the two new SR Preservice training courses, *Health and Nutrition in the School Readiness Program* and *Safety Practices in the School Readiness Program*, by June 30, 2024. All new hires at an SR-contracted site must complete all preservice training within 90 days of hire.

**M. Must I take the training if my provider offers Voluntary Prekindergarten, but not SR?**

No. SR Preservice training is only required for personnel working at a facility or home that is contracted for the SR program.

**N. Do early learning coalition coaches need to take the training?**

No. Preservice training is a requirement for child care personnel working directly with children at an SR-contracted provider.

### General Information

**O. Is there a cost to the training?**

DCF training is \$10 per course and the new SR Preservice training is free. Find both in the [Florida Early Childhood Professional Development Registry \(myflfamilies.com\)](https://myflfamilies.com).

**P. Do I need to take the courses in sequential order?**

No. There is no specific order to take the courses.

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**Q. Do these trainings have an in-person option?**

No. The new SR Preservice training is completely online.

**R. Are the new SR courses offered in Spanish?**

Yes. There is a Spanish toggle button embedded in the courses to view the content in Spanish. A translated course guide and an evaluation guide, which has the translated exam questions, are also available in each course.

**S. Will these new SR Preservice courses count toward my annual in-service training?**

Yes. Ten hours of annual in-service training is required and passing these courses may count toward in-service training. (See question 1 for the number of hours for each course.)

**T. Will these new SR Preservice courses earn me Continuing Education Units (CEU)?**

If you successfully pass the end-of-course assessment, you may receive CEUs.

**U. Must I take additional competency exams after taking the new SR training courses?**

No. The assessments are embedded into each new online SR course and no additional competency exam is required.

**V. Can I take a competency exam to satisfy the new training requirement?**

No. All SR personnel must complete the two courses, *Health and Nutrition in the School Readiness Program* and *Safety Practices in the School Readiness Program*.

**W. Are exemptions still valid for DCF courses?**

Yes. Exemptions are acceptable for DCF licensing purposes for compliance with introductory training.

**X. Will exemptions be accepted for SR Preservice training?**

No. To meet federal requirements, all SR personnel must complete Preservice training courses.

### Pediatric First Aid and Cardiopulmonary Resuscitation (CPR)

**Y. Must everyone have first aid and CPR certification?**

No. Not all SR personnel must be certified in pediatric CPR. SR providers must meet the DCF first aid and pediatric CPR certification requirements, as applicable, in:

- [DCF Child Care Facility Handbook](#)  
Section 4.2.4: Follow chart on page 41.
- [DCF Family Day Care Home and Large Family Child Care Home Handbook](#)  
Section 5: Operator, substitute for the operator, and substitute for the large family child care home employee must complete prior to working with children. Large family child care home employees must complete within 90 days of hire at the home.
- [DCF School-Age Child Care Facility Handbook](#)  
Section 4.2.2: At all times in each classroom/room/designated space, or outdoor area occupied by children, at least one of the child care personnel assigned to provide direct supervision to that specific group must have current first aid training and pediatric CPR certification.

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### Z. Must everyone have pediatric first aid and CPR training?

Yes. All SR personnel must complete the *Safety Practices in the School Readiness Program* course to be compliant with pediatric First Aid and CPR training requirements.

### AA. How long do providers have to meet the new CPR training requirement?

All SR personnel must complete the *Safety Practices in the School Readiness Program* course by June 30, 2024, or within 90 days of hire to meet the pediatric first aid and CPR training requirement. In addition, all SR personnel must complete the *Health and Nutrition in the School Readiness Program* course by June 30, 2024, or within 90 days of hire.

## Other Questions

### BB. How do I know if I received an educational exemption from taking the DCF introductory training?

Individuals with a formal education who submitted a Staff Credential application and their college transcripts to DCF should look at the date DCF awarded the Staff Credential. If the date of the Staff Credential matches the date of the Behavioral Observation and Screening, Child Growth and Development and Health, Safety and Nutrition courses, it means they received an exemption. The Division of Early Learning (DEL) will email impacted individuals at the email address the individuals provided in the DCF training system to let them know they must complete preservice training.

- If you are interested in information about formal education exemptions, DCF provides a guide for [Educational Exemptions](#). To have your college transcripts evaluated for exemptions, individuals submit an online application for a [Staff Credential](#).
- All SR personnel who received an exemption from the DCF Introductory training must complete preservice training.

### CC. How can I get my ELFL courses reflected on my transcript?

Personnel who do not have the ELFL courses on their DCF training transcript must log into their account at <https://collabornation.net/login/floridaearlylearning> to make corrections. The first name, last name, email address and DCF student ID must match what is listed in the DCF training system for the information to sync with your transcript.

### DD. Will DCF monitor for the updated training requirements?

Yes. DCF and the local licensing agencies (LLA) in Broward, Palm Beach, Pinellas, and Sarasota counties monitor providers in their areas that are contracted for the SR program to ensure they are compliant with all SR requirements, including this training. SR inspections that include the new SR training standards are projected to begin after July 1, 2024.

### EE. Is there a new notification process if a provider receives a violation for a non-compliance with training or health and safety?

No. The process for health and safety inspections has not changed. Providers will be notified of non-compliances during their inspection by DCF or the LLA. The early learning coalitions monitor the provider's health and safety inspections for compliance with the SR contract.

## School Readiness Health and Safety Frequently Asked Questions

### **FF. Must SR license exempt providers meet the new requirements in the health and safety handbook?**

Yes. All providers contracted for the SR program must meet the requirements outlined in the [School Readiness Program Health and Safety Standards Handbook](#), Form DEL-SR 6200A. Additionally, license exempt providers that:

- Operate as a religious exempt facility for birth through school-age or a VPK wrap-around program (during the school day) at a public or non-public school will also use the [DCF Child Care Facility Handbook](#) and [Child Care Facility Standards Classification Summary](#).
- Operate as a before- and after-school program at a public or non-public school, a national membership program, a program for children in sixth grade and above or a religious exempt school-age facility will also use the [DCF School-age Child Care Facility Handbook](#) and [School-Age Child Care Facility Standards Classification Summary](#).

Email additional questions to [DEL.Questions@del.fldoe.org](mailto:DEL.Questions@del.fldoe.org).