

Outdoor Nature-Based Equivalents

This is an outline to identify options for education equivalents for Outdoor Nature-Based (ONB) programs and options to meet the ONB-hiring education/training requirement. ONB providers must meet the hiring- and job-role education requirements outlined in WAC 110-302. For more information, go to <https://app.leg.wa.gov/wac/default.aspx?cite=110-302&full=true#110-302>



Requirements

REQUIREMENTS	ROLES	HIRING EDUCATION	ONB-SPECIFIC EDUCATION/TRAINING
Hiring requirements	• Lead teachers	High school diploma	One college credit OR 10 hours of training
	• Directors	10 ECE credits (12 or less children)	Three college credits OR 30 hours of training
	• Assistant directors	25 ECE credits (13-24 children)	
	• Program supervisors	45 ECE credits (25+ children)	
	• Site directors	12 college credits	
	• Program directors		

REQUIREMENTS	ROLES	FULL JOB ROLE EDUCATION
Job role education	• Lead teachers	WA State ECE Short Certificate or equivalent
	• Directors	WA State ECE State Certificate or equivalent
	• Assistant directors	
	• Program supervisors	
	• Site directors	30 college credits or equivalent
	• Program directors	45 college credits or equivalent



ONB-Hiring Education/Training:

JOB ROLE	TRAINING REQUIREMENT (can also be met through education)	HOW IT CAN BE MET
<ul style="list-style-type: none"> • ONB lead teacher 	10 hours of ONB specific training	<ul style="list-style-type: none"> • DCYF's 10-hour ONB training • Combination of training in specific ONB topics that align with Nature-Based Learning Competencies: <ul style="list-style-type: none"> - Health, Safety, and Nutrition - Curriculum and Learning Environment - Family and Community Partnerships - Interactions
<ul style="list-style-type: none"> • ONB center director • ONB assistant director • ONB program supervisor • ONB program director • ONB site director 	30 hours of ONB specific training	<ul style="list-style-type: none"> • DCYF's 10-hour ONB training, plus: • Combination of training in specific ONB topics that align with Nature-Based Learning Competencies: <ul style="list-style-type: none"> - Health, Safety, and Nutrition - Curriculum and Learning Environment - Family and Community Partnerships - Interactions

Equivalent Options

ONB Hiring Education: If the educator has completed a **three-hour course** in one of the following topic areas, they meet the hiring **ONB-specific education/training requirement**:

- Environmental Studies/Science
- Anthropology
- Environmental Education
- Botany
- Geology
- Sustainability
- Conservation Biology
- Indigenous Studies

Individuals may also complete ECED& 137: Outdoor Learning for Young Children, which is part of the Washington State ECE Short Certificate – Outdoor Learning Specialization.

Education Verification Process

To meet the hiring ONB-specific education/training requirement, DCYF evaluates each individual's training and education through the following processes:



REQUIREMENT MET THROUGH:	REVIEW PROCESS	WHAT IS NEEDED?
Education	<ul style="list-style-type: none"> • Non-related degree: Course-by-course evaluation • Related: Related: see equivalent options above 	<ul style="list-style-type: none"> • Unofficial transcript • Course descriptions
Training	<ul style="list-style-type: none"> • Descriptions and session lengths • Submit a Continuing Education Proposal (CEP) <ul style="list-style-type: none"> - For trainings completed within past 12 months 	<ul style="list-style-type: none"> • Training certificate • Training description and session length • Outline of trainings completed



ROLES	REQUIRED EXPERIENCE	REQUIRED JOB ROLE EDUCATION	OR EQUIVALENT	REQUIRED ONB EDUCATION/ TRAINING	OR EQUIVALENT
Director	<ul style="list-style-type: none"> Two years of experience as a teacher of children in any age group enrolled in the ONB program; and At least six months of experience in administration or management; OR A department approved plan 	ECE State Certificate	<ul style="list-style-type: none"> One-year ECE certificate with minimum of 45-aligned credits or related Montessori Accreditation Council for Teacher Education (MACTE) accredited teacher credential in infant/toddler MACTE accredited teacher credential in ECE Association Montessori International diploma in assistants to infancy (birth-3) Association Montessori International diploma in primary (ages 3-6) American Montessori Society diploma - Infant and Toddler (Birth-3) American Montessori Society diploma - Early Childhood (Ages 2 1/2-6) A current CDA (Child Development Associate Credential) + 35 aligned college credits* 	<ul style="list-style-type: none"> Three credits in Nature-Based Education Or 30 hours in ONB training 	Combination of training in specific ONB topics that align with Nature-Based Learning Competencies: <ul style="list-style-type: none"> Health, Safety, and Nutrition Curriculum and Learning Environment Family and Community Partnerships Interactions
Assistant director	Same as director	Same as director	Same as director	Same as director	Same as director
Program supervisor	Have two years of experience as a teacher of preschool-age or school-age children in any ONB program	Same as director	Same as director	Same as director	Same as director

*College credits must include 2 credits in each of the 8 WA State ECE Core Competencies and be verified in the workforce registry (MERIT).

ROLES	REQUIRED EXPERIENCE	REQUIRED JOB ROLE EDUCATION	OR EQUIVALENT	REQUIRED ONB EDUCATION/ TRAINING	OR EQUIVALENT
Program Director	<ul style="list-style-type: none"> Two years of experience as a teacher of children in any age group enrolled in the ONB program; and At least six months of experience in administration or management; OR A department approved plan 	45 college credits	Same as director	<ul style="list-style-type: none"> Three credits in Nature-Based Education Or 30 hours in ONB Training 	Combination of training in specific ONB topics that align with Nature-Based Learning Competencies: <ul style="list-style-type: none"> Health, Safety, and Nutrition Curriculum and Learning Environment Family and Community Partnerships Interactions
Site director	Have two years of experience as a teacher of preschool-age or school-age children in any ONB program	30 college credits	Same as director, plus: <ul style="list-style-type: none"> Experience-based competency 	Same as program director	Same as program director
Lead teacher	N/A	ECE Short Certificate	Same as director, plus: <ul style="list-style-type: none"> Experience-based competency PACE (<i>preschool or mixed-age group only</i>) 20-aligned college credits A current CDA + eight aligned college credits* 	DCYF 10-hour ONB training	Combination of training in specific ONB topics that align with Nature-Based Learning Competencies: <ul style="list-style-type: none"> Health, Safety, and Nutrition Curriculum and Learning Environment Family and Community Partnerships Interactions
Assistant teacher	N/A	ECE Initial Certificate	Same as lead teacher, plus: <ul style="list-style-type: none"> Military modules A current CDA 12-aligned college credits* 	N/A	N/A

*College credits must include 2 credits in each of the 8 WA State ECE Core Competencies and be verified in the workforce registry (MERIT).

DCYF does not discriminate and provides equal access to its programs and services for all persons without regard to race, color, gender, religion, creed, marital status, national origin, sexual orientation, age, veteran's status, or presence of any physical, sensory, or mental disability.

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