



Preschool for All Pilot Site Requirements

This is a general overview of Preschool for All (PFA) requirements. Please read the [Pilot Site application](#) for additional details.

- Hold an active child care license with the State of Oregon
 - Unlicensed school districts and public charter schools must demonstrate compliance with health and safety measures

- Have a minimum of three years of experience in operations or management of preschool services

- Ensure that staff meet Preschool for All education requirements
Waivers for education requirements are available for providers who demonstrate a plan to reach these levels within two years.
 - Current requirements:
 - Lead teacher/provider: Step 7 on the Oregon Registry Online or CDA
 - Assistants/aides: Step 4 on the Oregon Registry Online (ORO)
 - After 2 years of participating in Preschool for All:
 - Lead teacher/provider: Step 7.5 on ORO
 - Assistants/aides: Step 5 in ORO
 - By 2030, Preschool for All will require:
 - Lead teacher/provider: Step 9 on ORO or an AA Degree in early childhood education or related field
 - Assistants/aides: Step 7 on ORO or a Preschool CDA

- Provide 5 day per week programming using one of the following schedules:
 - Full Day/Year-Round (a minimum of 10 hours a day ; with up to 4 total weeks off during the year plus up to 8 additional calendar days of closures for professional development and teacher work days, not including observed holidays)
 - School Day/School Year (6 hours a day ; minimum of 900 hours for the program year)

- Apply for a required minimum number of Preschool for All slots depending on setting
 - 4 per Family Child Care Provider
 - 10 per Center-Based Provider (min 10 in each classroom)
 - 18 per School District (min 9 in each classroom)

Preschool for All Pilot Site Requirements, continued

- All PFA Pilot Sites must have a second staff person present and available during program hours no matter the licensed capacity or the total number of PFA slots allocated.

Commit to the following by the start of Preschool for All slots in September:

- Create an environment of safety, trust, and belonging for all children and families, with a specific focus on the experiences of Black, Indigenous and Families of Color
- Adhere to Preschool for All’s policy of no suspensions or expulsions
- Implement curriculum aligned with Oregon’s Early Learning & Kindergarten Guidelines
- Work closely with Preschool & Early Learning Division staff and a Preschool for All coach to support continuous quality improvement and participate in professional development opportunities, such as Environment Rating Scale (ERS) trainings and observations
- Fully include children with disabilities and/or special health needs
- Complete developmentally appropriate screenings and assessments
- Provide free meals and snacks to meet children’s needs and support their learning and development
- Collect and enter data as required by Preschool for All guidelines
- Participate in the PFA application and enrollment systems. Providers must accept and enroll the families that are matched with them

- Commit to meeting salary requirements for classrooms and in-home settings with PFA slots

Assistant/Aide Minimum Salary	
Year	Hourly Salary
2023-24	\$20.91
2024-25	\$21.68

Qualification Level	Provider/Lead Teacher Minimum Hourly Salary*	Provider/Lead Teacher Goal Hourly Salary
Step 10/BA	\$29.42	\$39.23
Step 9/AA	\$25.01	\$33.35
Step 7	\$22.07	\$29.42

* These minimums are for the 2024-25 preschool year

- Provide benefits for staff working in PFA classrooms and in-home settings, including:
 - Paid time off (vacation, sick time, personal)
 - Offer Health Benefits, medical and dental, for the employee, covering at least 50% of the employee's costs

- Hold insurance at the following standards by September 1
 - General Liability: \$1 million per occurrence, \$2 million aggregate
 - Workers Comp: in compliance with state law- ORS 656- with an Employer's Liability limit of not less than \$500,000. This is only for subject employers as defined by state law
 - Automobile Liability: \$1 million in single limit coverage if they are transporting children
 - Sexual Abuse/Molestation Liability for **family childcare**: \$1 million per occurrence, \$1 million aggregate
 - Sexual Abuse/Molestation Liability for **all other provider types**: \$1 million per occurrence, \$2 million aggregate

Do you have additional questions about Pilot Sites?

Please review our [frequently asked questions](#) to learn more or to submit a new question. You can also email Preschool for All at preschoolforall@multco.us with specific questions.