

Health & Safety

Meeting and maintaining child care licensing regulations is the foundation of the Bright & Early ND Steps to Quality. These regulations are designed to protect and promote child safety and well-being in all types of settings. Licensed child care and early education programs are required to maintain at least minimum standards related to; physical space, safety features, cleanliness, staff qualifications and staff-to-child ratios. Children need to be healthy and feel safe to learn and grow. It is the first step in preparing children to be ready for school, work, and life.

Step 1



Step 2

Step 3

Step 4

HS.1 Program holds a current license issued by the North Dakota Department of Human Services (DHS).

Meeting and maintaining child care licensing regulations is the foundation of the Bright & Early ND Steps to Quality.

To meet this indicator, evidence of the program's current DHS license must be submitted.

HS.2 The Program Director¹, all Lead Teachers² and/or all Lead Caregivers³ have verified employment in the program's Growing Futures organization account.

Growing Futures is the source for training, education, and employment verification.

To meet this indicator, the Program Director, all Lead Teachers and/or all Lead Caregivers must have verified and accurate employment records in the program's Growing Futures organization account.

HS.3 The Program Director, all Lead Teachers and/or all Lead Caregivers have a current Growing Futures Career Pathway placement of Category A or Higher.

Growing Futures is the source for training, education, and employment verification. All training must appear on an individual's Growing Futures Learning Record as approved clock hours. Programs that experience turnover in leadership positions must also submit a Professional Development Action Plan.

To meet this indicator, the Program Director, all Lead Teachers and/or all Lead Caregivers must have a current individual membership in Growing Futures and current Career Pathway placement of Category A or Higher.

¹Program Director: The individual located on site who is responsible for planning, implementing, and evaluating the program. This individual must be present at least sixty percent of the time during operating hours. This individual should be designated as the 'Director of Record' on the Growing Futures organization account, under the Classrooms tab.

²Lead Teacher: The individual assigned to teach a group of children and who is responsible for daily lesson planning, child assessment and curriculum planning. There must be a Lead Teacher assigned to each classroom. This individual may also supervise other members of the teaching team. In some settings, this individual is called the Head Teacher or Teacher. These individuals should be designated as Lead Teachers in the organization profile, under the Classrooms tab. A Lead Teacher cannot be assigned to more than one classroom at a time

³Lead Caregiver: The individual listed on the Family or Group program license that oversees the day-to-day operations of the program. This individual should be designated as the 'Licensee/Owner' in the Growing Futures organization account, under the Classrooms tab.