

119TH CONGRESS
1ST SESSION

S. 2323

To amend the Head Start Act to permit some teachers in Early Head Start programs to teach while earning a child development associate credential.

IN THE SENATE OF THE UNITED STATES

JULY 17, 2025

Mr. WARNOCK (for himself and Mrs. CAPITO) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To amend the Head Start Act to permit some teachers in Early Head Start programs to teach while earning a child development associate credential.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Head start Education
5 And Development Workforce Advancement and Yield Act”
6 or the “HEADWAY Act”.

7 **SEC. 2. TEACHERS IN EARLY HEAD START PROGRAMS.**

8 Section 645A(h) of the Head Start Act (42 U.S.C.
9 9840a(h)) is amended—

1 (1) in paragraph (1)—

2 (A) by striking “, not later than Sep-
3 tember 30, 2010, all teachers” and inserting
4 “at least one teacher per classroom who is”;

5 (B) by striking “Early Head Start pro-
6 grams located in Early Head Start centers,
7 have a minimum” and inserting “an Early
8 Head Start program located in an Early Head
9 Start center, has a minimum”;

10 (C) by striking “have been trained (or
11 have” and inserting “has been trained (or has”;
12 and

13 (D) by striking “and” at the end;

14 (2) by redesignating paragraph (2) as para-
15 graph (3);

16 (3) by inserting after paragraph (1) the fol-
17 lowing:

18 “(2) ensure that—

19 “(A) each additional teacher providing di-
20 rect services to children and families described
21 in paragraph (1) is working towards earning a
22 credential that is, at a minimum, a child devel-
23 opment associate credential and towards com-
24 pleting training (or equivalent coursework in
25 early childhood development); and

“(B) during the period in which such a teacher is working towards earning that credential and completing that training or coursework, the Early Head Start agency employing the teacher shall provide a mentor to oversee the progress and guide the work of the teacher towards earning that credential and completing that training or coursework; and”;

(4) in paragraph (3), as so redesignated—

(A) by striking “not later than September 30, 2012, all such teachers” and inserting “at least one teacher per classroom providing direct services to children and families described in paragraph (1) has”;

(B) by striking “(or have” and inserting “(or has”;

(C) by striking the period at the end and inserting “, and that each additional teacher providing direct services to such children and families is working towards completing that training or coursework.”.

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