



Comprehensive Background Checks Requirements for Child Care Providers and their Staff

The Child Care Development Block Grant (CCDBG) Act of 2014 Requires States to Conduct Criminal Background Checks on all Child Care Providers and their Staff Members.

Missouri must be in compliance by September 30, 2018.

With the reauthorization of the Child Care and Development Block Grant in 2014, states now require comprehensive background checks, including fingerprint checks, for all child care providers caring for unrelated children and for all providers receiving federal subsidies.

This is important because parents want to know that their child care providers and others who come into contact with children:

- Do not have a record of violent offenses.
- Do not have a substantiated case of child abuse or neglect.
- Are not convicted sex offenders.
- Have not engaged in other behaviors which mean that they should not be in the business of caring for children.

A full background check includes:

- Using fingerprints for checks of Federal Bureau of Investigation (FBI) criminal history records.
- A search of the National Crime Information Center (NCIC) national Sex Offender Registry.
- A search of the State criminal registry, sex offender registry and child abuse and neglect registry.

Missouri only requires a state child abuse and neglect screening and a state criminal history record check for licensed and license-exempt child care programs even though many receive federal dollars in the form of child care subsidy and child care food program.

If Missouri does not pass legislation allowing implementation of required comprehensive background screenings for all child care providers, **Missouri could lose 5% of its Child Care Development funds.**

Who is Required to have a Background Check for Missouri Licensure?

Missouri Regulation

Federal Requirement

- *Facility Directors and Owners
- *Board President or Chairperson
- *Group home and family home provider
- *All employees of the provider
- *Any person, including volunteers, counted in the child/staff ratio
- *Adult household member of family home provider

- *All child care staff of licensed, regulated, and registered care providers – regardless of whether they are receiving CCDBG funds and all eligible CCDBG providers unless they are related to all children in their care
- *Persons subject to background checks include any individual employed by a child care provider for compensation, including contract employees, or whose activities involve care or supervision of children
- *All individuals subject to checks must undergo this comprehensive check at least every five years

Required Protection for Child Care Providers

- States must complete a background check within 45 days of the request of the check.
- States must have policies and procedures in place for individuals to appeal the findings of a criminal background check.
- States completing background checks may disclose only if the employee is eligible for employment.
- States are permitted to charge providers a fee for costs associated with the background check.

Resources Used

1. [Missouri Department Health and Senior Services, Section for Child Care Regulation, Background Screening Process](#)
2. [National Women’s Law Center Implementing the Child Care Development Block Grant Reauthorization: A Guide for States](#) pp. 21-25