

NRPM Pages	FR Pages	Code Section	Description	Final Rule Status	Timing	Tags
61	89	1302.93(c)(1)(i)	Provide for each staff member working a shift between 4 and 6 hours, a minimum of one 15 minute break per shift	Removed		Workforce Supports
61	89	1302.93(c)(1)(ii)	Provide for each staff member working a shift last six hours or more, a minimum of one 30-minute break per shift	Removed		Workforce Supports
61	89	1302.93(c)(2)	Comply with Federal, State or local laws or regulations that are more stringent for staff breaks	Remains	8/1/2027	Workforce Supports
61	89	1302.93(c)(3)	During break times for classroom staff, one teaching staff member may be replaced by one staff member who does not meet the teaching qualifications required for the age, as long as this staff member has the necessary training and experience to ensure safety of children and minimal disruption to the quality of services	Remains	8/1/2027	Workforce Supports, Ratios
61		1302.93(c)(4)	Design and implement a systemic approach to ensure each staff member that works directly w/ children as part of their regular job responsibilities can have access to brief unscheduled wellness breaks of about 5 minutes as needed while ensuring child safety	Removed		
62	14, 93-95	1302.93(d)	Ensure staff have access to adult size furniture in classrooms	Removed		
66	96	1302.101(a)(2)	Promote clear and reasonable roles and responsibilities for all staff and provide regular and ongoing staf supervision with meaningful and effective employee engagement practices	Remains	10/21/2024	Workforce Supports
67	97	1302.92(b)	Implement an approach to staff training and professional development that is designed to be informed by input from staff, identified barriers to job performance, and other employee engagment practices and integrated with employee engagement practices	Remains - added integration piece	10/21/2024	Workforce Supports, Training / PD
68	85-86	1302.92(b)(1)	Codifies the requirement in sec. 648(A) of the At for the creation of individual professional development plans for every full-time staff providing direct services to children	Remains	10/21/2024	Workforce Supports, Training / PD
73	156	1305.2	Adds broad definition of suspension and expulsion to provide clarity on which disciplinary practices are captured under these respective categories (momentarily removing for safety or per IFSP/IEP is not a suspension)	Remains - definition revised	10/21/2024	Suspension & Expulsion
74	156-160	1302.17(a)	Thoroughly document plans related to suspension similar to how programs document plans relating to transferring a child to a setting that can better meet their needs	Remains	10/21/2024	Suspension & Expulsion
75	159	1302.17(a)(3)	The multidisciplinary team responsible for mental health must be part of the discussion before a program determines whether temporary suspension is necessary	Removed	10/21/2024	Suspension & Expulsion, Mental Health
75	156-160	1302.17(a)(4)	A program must explore all possible steps and document all steps taken to address the behavior(s) and supports needed to facilitate the child's safe reentry and continued participation in the program [also adds specific language on steps to subsequent code sections]	Remains	10/21/2024	Suspension & Expulsion
76	156-160	1302.17(b)(2)&(3)	The multidisciplinary team responsible for mental health joins in discussions of how to prevent an expulsion from occurring, and requires engagement of parents	Removed	10/21/2024	Suspension & Expulsion, Mental Health
77	101	1302.40 and 1302.41	Adds mental health to several naming conventions	Remains	10/21/2024	Health Program Services, Mental Health
78	103-104	1302.42(b)(1)(i)	Adds mental health to align with intent of EPSDT (requires that determinations obtained about schedule of age-appropriate care includes mental health care, requires mental health screeners)	Remains	10/21/2024	Health Program Services, Mental Health
78	103	1302.42(b)(4)	Add relevant development or mental health concerns (when identifying nutritional health needs)	Remains	10/21/2024	Health Program Services, Mental Health
80	158-159	1302.45(a)	Must have a multidisciplinary approach to support a program-wide culture that promotes mental health, social and emotional well-being, and overall health and safety.	Changed from team to approach	8/1/2025	Health Program Services, Mental Health
81	98	1302.45(a)(1)	Requires coordination of supports for adult mental health and well-being including engaging in nurturing and responsive relationships with families, engaging families in home visiting services, and promoting staff health and wellness	Remains but removed team	8/1/2025	Health Program Services, Mental Health
83	108	1302.45(a)(4)	Program must ensure screenings related to social and emotional milestones that impact mental health are completed or obtained from an appropriate provider; ensure appropriate follow up and referral for necessary supports or services takes place	Remains	8/1/2025	Health Program Services, Mental Health

84	98	1302.45(a)(5)	Emphasizes need for coordination and collaboration between mental health and other relevant program services	Remains - removed team	8/1/2025 Health Program Services, Mental Health
84	112 - 113	1302.45(e)(8)(ii)	Allow programs to secure mental health consultation from professionals who are in the process of obtaining licensure and are under the supervision of a licensed MH professional	Remains	10/21/2024 Health Program Services, Mental Health
85	109	1302.45(b)(1)	Clarify a central type of mental health consultation with the program is focused on promotion and prevention of mental health concerns (aligns w/ SAMHSA)	Remains	10/21/2024 Health Program Services, Mental Health
87	109	1302.45(b)(4)	Expand from parents to families those whom the mental health consultant can provide consultation to, add supports, adds natural disasters	Remains	10/21/2024 Health Program Services, Mental Health
87	159 - 160	1302.45(b)(5)	Clarify that implementation of policies to limit suspension and expulsion would occur in consultation w/ program	Remains	10/21/2024 Health Program Services, Suspension & Expulsion
88	109 - 110	1302.45(b)(6)	Requires program to support the well being of children and families involved in any significant child health, mental health, or safety incident	Remains	8/1/2025 Health Program Services, Mental Health, Safety
88	127	1302.45(b)(1)(iv)	Clarify strengths-based approach to mental health where parents are not expected to identify the issue	Remains	10/21/2024 Health Program Services, Mental Health
89	114	1302.46(b)(2)	Clarify that program must provide ongoing support to parents navigation of mental health systems, provide information, and make referrals if appropriate	Remains, removed requirement to be "evidence based"	10/21/2024 Health Program Services, Mental Health
	90	115 1302.81(a)	Minor language changes - broadens scope of mental health information and education that may be h	Remains	10/21/2024 Health Program Services
91	113, 116	1302.91(e)(8)(ii)	Replaces "certified" with "under the supervision of a licensed"; removes "if available in the community" (allows mental health services from professionals in training who are providing services under supervision of a licensed professional)	Remains	10/21/2024 Health Program Services, Mental Health
	92 14, 88,	1302.93(e)	Adds requirement to "cultivate a program-wide culture of wellness that empowers staff as professionals and supports staff to effectively accomplish their job duties in a high-quality manner"	Remains	10/21/2024 Workforce Supports, Staff Wellness
	93	134 1302.11(b)(1)	Requires programs to identify communication methods and modalities that best engage with prospective and enrolled families of all abilities	Remains	8/1/2025 Family Engagement
	94 135-136	1302.13	Clarify that programs must give families the option of using modern technologies to encourage and assist families in applying for admission, and to streamline application and enrollment process, while ensuring families without access to technology have equitable access	Remains - changed required to give option	10/21/2024 Family Engagement
	94	135 1302.15(g)	Requires a user-friendly enrollment process; regular examination of enrollment process and implementation of any identified improvements	Remains	10/21/2024 Family Engagement, Eligibility
	94 135 - 136	1302.34(b)(9)	Requires accessible communication methods and modalities that meet needs of community	Remains - rewroded from nest avaiable to accessible	10/21/2024 Family Engagement
	95 135 - 136	1302.50(a)	Adds "includes communicating with families in a format that meets the needs of each individual family" - requires programs to address communication methods and determine the most efficient and accessible format that families prefer and that may be necessary to address the needs of family members who have limited English proficiency or who are individuals w/ disabilities	Remains - rewroded accessible to meet the needs	10/21/2024 Family Engagement
	97	140 1302.11(b)(1)	Community assessment objectives include: identifying who programs will serve and their associated risk factors; how they will serve them in a manner that reflects their needs and diversity, while promoting equity, inclusion, and accessibility in service delivery; informing eligibility, recruitment, selection, enrollment, and attendance processes to prioritize the enrollment fo those most in need of services; and identify strengths and resources in the community a program can leverage in service delivery; and identify communication methods available to program that best engage with enrolled and prospective families	Remains - added last item	8/1/2025 Community Assessment, Eligibility

99 138 - 144	1302.11(b)(3)	Requires programs to have a strategic approach to determine what data to collect prior to conducting the community assessment and how to use the data acquired after conducting the community assessment in order to achieve the intended outcomes	Remains	8/1/2025 Community Assessment
99	142 1302.11(b)(4)	Require programs to identify certain data that would be unreasonably burdensome and costly to collect and consider using publically or locally available data - (utilize their own knowledge and existing data relevant to their community, and rely on community partners to fully understand the community they serve)	Remains - changed proxy to ()	8/1/2025 Community Assessment
100	140 1302.11(b)(5)	Allows the program to determine where updates are needed based on areas where significant shifts in their community may have occurred that may impact their program design and service delivery; the annual update must consider how it can inform and support other relevant management and program improvement efforts. Clarifies annual review required, not annual update.	Remains	8/1/2025 Community Assessment
102	144 1302.12(i)(1)	A program may make an adjustment to a family's gross income calculation for the purposes of determining eligibility in order to account for excessive housing expenses. A program must use available bills, bank statements, and other relevant documentation provided by the family to calculate total annual housing expenses with appropriate multipliers. Programs should determine if a family spends more than 30% of their total gross income on housing expenses and may reduce the total gross income by the amount spent in housing expenses above the 30% threshold to calculate adjusted gross income for determining income eligibility. Defines housing expenses as "the total annual applicable expenses spent by the family on rent or mortgage payments, homeowner's or renter's insurance, utilities (incl. electricity, gas, water, sewer, and trash), interest, and taxes on the home.	Remains	10/21/2024 Eligibility
105	148 1302.12(f)	Migrant/Seasonal: one family member is primarily engaged in agricultural employment (rather than family's income primarily comes from ag work)	Remains	10/21/2024 Eligibility, Migrant/Seasonal
105	151 1302.12(j)(5)	Migrant/Seasonal: can serve infants and toddlers for 3 years without re-verifying eligibility	Remains	10/21/2024 Eligibility, Migrant/Seasonal
109	152 1302.16(a)(2)(v)	Requires programs to examine barriers to regular attendance; requires programs to, if possible, provide or facilitate transportation if needed	Remains	8/1/2025 Eligibility, Transportation
110	156 1302.14(b)(1)	Changes "funded enrollment" to "actual enrollment" in determining 10% special needs enrollment requirement	Remains	10/21/2024 Eligibility, Special Needs
112	161 1302.21(b)(2)	Programs are encouraged to establish a lower teacher to child ratio for the youngest children they serve, provided that it does not jeopardize the continuity of care for children	Removed	10/21/2024 Ratios
114	32 1302.21(c)(1)(i)	clarify that the 1,380 hours of planned class operations for children in EHS should occur across a minimum of 46 weeks per year	Removed	
118	167 1302.23(b)(2)	FCH: Clarify that max group size with one provider and six children, with no more than two under 24 months of age, refers to a mixed age grouping that includes preschool children	Remains	10/21/2024 Ratios, FCH
119	167 1302.23(b)(3)	FCH: Clarify when there is one FCH provider with a group of children that are all under 36 months of age, the max group size is 4 children	Remains	10/21/2024 Ratios, FCH
120	167 1302.23(b)(2)	FCH: Changes "when there is a provider and an assistant provider" to "when there are two providers"	Remains	8/1/2025 Ratios, FCH
121	117 1302.47(b)(5)	Clarify that HS contractors and volunteers in addition to staff and consultants, should be aware of and are expected to follow safety practices (ACF only considers this applicable to 1) contractors, or individuals on a contract, whose activities involve contact with and/or direct services to children and families and 2) anyone who could have unsupervised access to children and families) - refer to ACF-IM-HS-15-04	Remains	10/21/2024 Safety, Training / PD
121	118 1302.47(b)(5)(i)	Migrant/Seasonal: can serve infants and toddlers for 3 years	Remains	10/21/2024 Eligibility, Migrant/Seasonal
122	118 1302.47(b)(5)(iii)	Removes phrase "indoor" and "outdoor" to clarify that appropriate supervision is expected at all times	Remains	10/21/2024 Safety
122	118 1302.47(b)(5)(v)	Minor language changes to align with CAPTA	Remains	10/21/2024 Safety

122	169 1302.47(b)(1)(ii)	Adds reference to lead	Removed	10/21/2024	Safety, Lead Prevention
131	169 1302.48(c)	Requires that programs provide notification of lead testing results and remediation actions to parents, caregivers, and staff. No specific timeline but encourages beginning communication before testing begins and ongoing throughout the testing process. Must be translated for families with limited English proficiency.	Removed	Immediate; 1 year grace	Lead Prevention
132	169 1302.48(d)	If State or Local Law is more stringent than 1302.48, requires programs comply with the most stringent	Removed	Immediate; 1 year grace	Lead Prevention
136	1302.52(d)(1)	Minor edits for alignment with new section and to emphasize family-centered nature of process	Remains	10/21/2024	Family Service Workers
136 16, 175-176	1302.52(d)(2)	Requires programs to ensure the planned number of families assigned to work with individual family services staff (providing "family partnership services" is no greater than 40, unless a program has an alternate approach that affords high-quality with reasonable workloads that exceed 40:1 and can demonstrate they are meeting staff competency and program outcomes requirements with a higher but reasonable caseload. Allows programs to temporarily exceed ratio (1) to address operational needs during periods of staff absence and attrition; (2) changes in daily operations related to start up or transitional activities and (3) circumstances of emergency response and recovery. Clarifies that applies to family, health, and community engagement staff who work on family goal setting (added health staff)	Remains - clarified exception and process to obtain, added temp exemption, changes "family services" to "family partnership services"	8/1/2027	Family Service Workers
137	97 1302.52(d)(3)	Allow for program designs that best meet the needs of the program and community, based on community and family assessment data; requirement for effective and meaningful employee engagement practices that include opportunities for staff to discuss and address workload related issues	Remains	10/21/2024	Family Service Workers
140	180 1302.53(b)(2)	Clarify that programs should participate in QRIS to the extent practicable if the State system has strategies in place to support their participation without duplicating existing documentation from OHS	Remains	10/21/2024	QRIS
140	180 1302.53(b)(2)(i) - (iii)	Remove these conditions for participation in State QRIS	Remains	10/21/2024	QRIS
148	123 1302.90(c)(1)(ii)	Change "do not maltreat or endanger the health or safety of children, including at a minimum, that staff must not" and replace with "do not engage in behaviors that would be reasonably suspected to negatively impact the health, mental health, or safety of children"	Removed	10/21/2024	Standards of Conduct
150	122 1302.90(c)(1)	Clarifies the requirement to ensure staff, consultants, contractors, and volunteers report reasonably suspected or known incidents of child abuse and neglect, as defined by CAPTA	Remains	10/21/2024	Standards of Conduct, Incident Reporting
151	122 1302.90(c)(1)(vi)	Clarifies language to make clear children cannot be left solely under the supervision of volunteers	Remains	10/21/2024	Standards of Conduct, Ratios
152 120, 125	1302.92(b)(2)	Add a requirement that mandated reporter training is conducted on an annual basis (training is encouraged but not required for contractors)	Remains - added annual	10/21/2024	Safety, Training / PD
154 125, 127	1302.101(a)(5)	New requirement for a system that ensures all staff are trained to implement reporting procedures in Sec. 1302.102(d)(1)(ii)	Remains	10/21/2024	Safety, Training / PD
155 128, 129	1302.102(d)(1)(ii)	Programs must submit incident reports immediately but no later than seven calendar days following an incident. Recognizes the day a program learns of an incident as "day zero"	Remains, increased from 3 to 7 days	10/21/2024	Incident Reporting
155 128, 129, 130	1302.102(d)(1)(ii)(A)	Reportable incidents include those that involve either (I) staff, contractors, or volunteers who participate in a setting that receives Head Start funds, regardless of the child's Head Start funding; or (2) a child who participates in a setting that receives Head Start funds.	Remains - reworded to remove "other adults"	10/21/2024	Incident Reporting
155	128 1302.102(d)(1)(ii)(A)	Describes one type of reportable incident as any significant incident that affects the health or safety of a child that occurs in a setting where Head Start services are provided and that involve either a Head Start adult or Head Start child.	Remains - removed mental health	10/21/2024	Incident Reporting
156	128 1302.102(d)(1)(iii)(A)	Adds "mandated" to clarify that any incidents involving mandated reporter responsibilities should be reported to Head Start and appropriate other authorities, independent of the status of investigation or outcome	Remains	10/21/2024	Incident Reporting

156	128	1302.102(d)(1)(iii)(B)	Remove "for any reason"	Remains but removed references to natural disasters	10/21/2024	Incident Reporting
157	128, 132 - 133	1302.102(d)(1)(iii)(E)	Clarify that programs must submit incident reports for any violations of Head Start standards of conduct in 1302.90(c)(ii), even if those violations do not required a mandated report under other law - clarifies that only those standards pertaining to maltreatment or endangerment of children by staff, consultants, contractors and volunteers requires an incident report. Programs have discretion over other staff conduct issues.	Remains - narrowed language	10/21/2024	Incident Reporting
157	128	1302.102(d)(1)(iii)(F)	Clarify that programs must submit reports for significant incidents that may be associated with reasonably suspected or known lack of appropriate supervision or failure to carry out reasonably expected maintenance, such as maintenance of playground equipment	Remains	10/21/2024	Incident Reporting
158	128	1302.102(d)(1)(iii)(G)	New section, describes any authorized release of a child as a reportable incident	Remains	10/21/2024	Incident Reporting
160	190	1305.2	Redefines income as Gross income that only includes wages, business income, unemployment compensation, pension or annuity payments, gifts that exceed the threshold for taxable income, and military income (excluding special pay for a member subject to hostile fire or imminent danger or any basic allowance for housing including housing acquired under the alternative authority. Clarifies that income does not include refundable tax credits or any forms of public assistance.	Remains - removed social security benefits, veterans benefits, alimony	10/21/2024	Eligibility
160	189	1303.44(a)(7)	Remove term "fair market" and replace with "cost" (cost valuation is most relevant in determining fair cost of a facility acquisition)	Removed	10/21/2024	Facility Valuation
163	194	1305.2	Adds clarifying text and examples to definition of "Major Renovation" - separate renovation activities only equate to a major renovation if: (1) they have a cost equal to or exceeding \$350,000 [will increase if there are increases to the National Defense Authorization Act] (2) the renovation activities are intended to occur concurrently or consecutively, or altogether address a specific part or feature of a facility; AND (3) per 1303.44 certification from a licensed, independent architect or engineer indicates that the repair(s) adds significant value to the real property to be repaired or extends its useful life. Clarifies defintion of "collective group of renovations". Tribes that apply to use CCDF and HS funds can comply with teh CCDF threshold if it is higher.	Remains - increased to 350k, added NDAA, and added tribal and collective	10/21/2024	Major Renovations
165	195	1305.2	Clarifies distinction between repairs and minor renovations versus purchase, construction, and major renovations. Clarifies that non-Federal match is only intended to include the non-Federal match associated with facility activity funded under subpart E	Remains - added match clarification	10/21/2024	Federal Interest
166	197	1305.2	Adds definition of poverty line from 1302.12(c) and (d)	Remains	10/21/2024	Eligibility
115 - 117	166	1302.21	Technical corrections to existing provisions to remove outdated text and improve readability; no changes in policy	Remains	10/21/2024	Ratios
123 - 128	169	1302.48(a)	New requirements for sampling and testing for lead in water from fixtures used for human consumption; the frequency of testing; detectable lead level that requires remediation action, and requiremetns on point of use devised for reducing lead levels (only applies to facilities constructed before 2014 and where lead service lines, plumbing, or fixtures may still exist)	Removed	Immediate; 1 year grace	Lead Prevention
129 - 130	169	1302.48(b)	New requirements on preventing and addressing lead exposure in paint, with its associated exposures from lead in dust and lead in soil, in facilities constructed before 1978 and in facilities where lead-based paint may exist, including appropraite abatement actions, and the frequency of reassessing lead-based paint hazards following abatement	Removed	Immediate; 1 year grace	Lead Prevention
148 - 150	118 - 119	1302.90(c)(1)(ii)(A)	Removes paragraphs and replaces with new (A) to (D) which specify categories of potential child (abuse or neglect and adds examples	Remains	10/21/2024	Standards of Conduct

153, 157	125	1302.92(b)(3)	Add a requirement for annual training on positive strategies to understand and support children's social and emotional development, including the implementation of tools for preventing and managing challenging behavior - final rule provides flexibility for programs to determine specific topics that meet staffs' needs	Remains - added flexibility	10/21/2024 Safety, Training / PD
32-35	35-36	1302.90(e)(2)(ii)	Make measurable progress toward pay parity for all other education staff who work directly with children as part of their daily job responsibilities	Remains	8/1/1931 Wages
35	11, 35	1302.90(e)(2)(iv)	Provides an allowance for programs to use an alternative method for determining comparable preschool salaries in specific circumstances: not a sufficient number of comparable public preschool teachers in the local / neighboring school district. Alternate method not prescribed but must be approved by ACF.	Replaced with 90% kindergarten alternative only	8/1/1931 Wages
36	292	1302.90(e)(2)(v)	Examine progress to pay parity by regularly tracking data on how wages paid to education staff compare to wages paid to preschool through third grade teachers in their local or neighboring school district	Remains but sub# changed to v	8/1/1931 Wages
37-38	11, 35	1302.90(e)(1)(i)	Implement a pay scale, salary scale, wage ladder, or other pay structure that applies to ALL staff in the program, which promotes salaries that are comparable to similar services in relevant industries and considers responsibilities, qualifications, and experience relevant to the position.	Remains	8/1/1931 Wages
39	11	1302.90(e)(1)(ii)	Review pay structure at least once every 5 years to ensure it continues to provide competitive wages for staff reflective of the requirements in (i)	Remains	8/1/1931 Wages
40	291	1302.90(e)(1)(ii)	Ensure that staff salaries do not exceed the rate payable for level II of the Executive Schedule		8/1/1931 Wages
40-43	35	1302.90(e)(3)	Ensure the payscale provides all staff with a wage or salary that is generally sufficient to cover basic needs (or would be sufficient if the worker's hourly rate were paid full time)	Remains	8/1/1931 Wages
43-44	35	1302.90(e)(4)	Requires that the pay structure does not differ by age of children served for similar program staff positions with similar qualifications and experience	Remains	8/1/1931 Wages
47	73	1302.90(f)(1)	Defines full time staff as those working 30 hours per week or more while the program is in session	Remains	8/1/2028 Benefits
48	13, 76	1302.90(f)(1)(i)	Requires programs provide or facilitate access to high-quality, affordable health insurance	Remains	8/1/2028 Benefits
49	13, 76	1302.90(f)(2)	Facilitate access to high-quality, affordable health insurance for each part-time staff member mustmake them aware of potential benefits through premium tax credits for which they may be eligible	Remains, adds awareness requirement	8/1/2028 Benefits
50-51	68	1302.90(f)(1)(ii)	Requires programs offer paid leave to full-time staff	Modified to paid leave instead of sick, no specific accrual rate	8/1/2028 Benefits
52-53	27	1302.90(f)(1)(iii)	Requires programs offer job protected periods of paid family leave to employees consistent with FMLA, regardless of employer size, or applicable state law	Removed	
53-54		1302.90(f)(1)(iv)	For programs with a program year longer than a typical school year, require offer full-time staff accrual of paid vacation or personal leave commensurate with their experience or time working at the program	Removed	8/1/2028 Benefits
54-56	64, 81	1302.90(f)(1)(iv)	Offer access to short-term behavioral health services for full-time staff that entails minimal or no out of pocket costs	Remains; removes 3-5 visit requirement	8/1/2028 Benefits, Staff Wellness
56-57	13	1302.90(f)(3)	Connect staff members who are parents with affordable child care resources and information and facilitate access of eligible staff members	Remains - changed enrollment to access	8/1/2028 Benefits
57	64	1302.14(a)	Programs can choose to prioritize the enrollment of staff members' children through selection criteria (note: this is an option thorough enrollment criteria, not a requirement)	Remains	10/21/2024 Benefits, Eligibility
58	13	1302.90(f)(4)	Facilitate access to PSLF or other applicable student loan debt relief programs	Remains	8/1/2028 Benefits
58	64	1302.90(f)	Assess and determine if benefits package is adequate for recruiting and retaining full-time staff and competitive with benefits offered by local or neighboring school districts	Remains	8/1/2028 Benefits

79-80		1302.45	Naming changes	Remains	10/21/2024 Health Program Services
81-82		1302.50(a)	Minor language changes and removals	Remains	10/21/2024 Health Program Services
82-83	107	1302.45(a)(3)	Requires mental health consultation services be provided no less than once a month; multidisciplinary MH team examines the approach to mental health consultation on annual basis to determine if it meets the needs of the program	Remains	Health Program Services, Mental Health, Staff 8/1/2025 Wellness
85-86	109	1302.45(b)(2)	Clarify that mental health consultants can consult with any staff who work with children and families; describes general goals of consultation	Remains	Health Program Services, Mental Health, Staff 10/21/2024 Wellness
86-87	109	1302.45(b)(3)	Clarify that mental health consultants can provide consultation to any staff that have contact with children as needed; additional clarifying language	Remains	Health Program Services, Mental Health, Staff 10/21/2024 Wellness
97 - 98		16 1302.11(b)(2)(ii) - (vi)	Changes to data collection: (1) no longer specifically require counts of eligible children and expectant mothers, including counts by their geographic location, race, ethnicity, and languages spoken for enumerated items [broadened to relevant demographic and other data about]; (2) add children living in poverty; (3) require programs to consider what resources are available in the community to address the needs of eligible children and families; (4) notes that transportation needs are an economic factor impacting well-being	Remains	8/1/2025 Community Assessment
	11, 35	1302.90(e)(2)(i)	Ensure each Head Start teacher receives an annual salary that is at least comparable to the annual salary paid to preschool teachers in public school settings, or 90% of public kindergarten teacher salaries, in the program's local or neighboring school district, adjusted for responsibilities, qualifications, hours worked, and experience.	Remains - 90% marker is new, adds hours worked	8/1/1931 Wages
		156 1302.17(a)(2)	A suspension must be used only as a last resort where there is a serious safety threat that has not been reduced or eliminated (has not used to be cannot). Requires "interventions and supports recommended by the mental health consultant" instead of "reasonable modifications"	Remains	10/21/2024 Suspension & Expulsion, Safety
	12, 22, 40-42	1302.90(e)(7)	If funding from Congress increases less than an average of 1.3% per year for four years, Secretary can waive wage and benefit requirements for programs that (1) would have to reduce enrolled slots to implement requirements; (2) meets quality benchmarks including health and safety and demonstrated improvements in wages during preceding four years; (3) held the grant for the service area prior to 8/21/24; and (4) agrees to make continued progress on wages. Waivers are granted for duration of the five year grant period, may be renewed on subsequent grants if funding from congress remains below 1.3% increase per year for preceding four years.	New	2028
		13 1302.90(f)(5)	Every 5 years must review benefits package to ensure they are comparable with elementary school staff	Remains	8/1/2028
	13, 27	1302.90(e)(5) and (f)6	Programs with 200 or fewer slots required to "make improvements over time" to reduce K-12 disparity; exempt from requirements to provide preschool comparable wages, basic living cost floor, benefit requirements, and wage parity between HS and EHS educators	New	8/1/1931
	13, 89, 90-92	1302.93(c)(1)-(3)	Programs must provide each staff member with regular breaks during their work shifts of adequate length based on hours worked, including meal breaks.	New - replaced more s	8/1/2027
	15, 107,	1302.45(a)(4)(ii)	Allows other licensed mental health professionals or credentialed and trained behavioral health support specialists to work in coordination and consultation with the mental health consultant to provide mental health supports on at least a monthly basis	New; reaction to short	8/1/2025
	17	1302.47(b)(10)	Requires programs to ensure Head start children are not exposed to lead in water or paint through regular testing, inspection and remediation as needed	New, less specific than	10/21/2024
	25	1302.9(e)	Wages and salaries should reflect hours worked, including activities outside of hours when children are present	New	8/1/1931
	27	1302.45(a)(4)(i)	If a mental health consultant cannot be available to a program at least once a month, program must supplement the work of the MH consultant with other licensed mental health professionals or behavioral health support specialists certified and trained in their profession	New	8/1/2025
	109	1302.45(a)(7)	Require that programs leverage the role of the HMHSAC to meet the existing requirement to build community partnerships that facilitate access to mental health resources and specialists	New	

109	1302.45(a)(3)	Removes requirement for parental consent for mental health treatment	Remains	8/1/2025	
122	1302.90(c)(1)(iv)	Requires staff, consultants, contractors, and volunteers to respect and promote the unique identity of each individual involved in the Head Start program	New	10/21/2024	
128	1302.102(d)(1)(iii)(B)	Clarify that ACF's definition of closures does not include scheduled holidays, scheduled breaks, or short-term closures for inclement weather (not codified, just in preamble, section for reference only)	New	Immediate	Incident Reporting
130	1302.102(d)	Clarify intent that programs are not required to submit reports to ACF related to mandated reporting of child abuse and neglect involving parents. However, if a parent is involved in a reportable incident while participating in a Head Start setting as a volunteer or employee, the program must submit an incident report (not codified, just in preamble, section for reference only)	New	Immediate	
144	1305.2	Adds new definition of housing costs: total annual expenses on housing, which may include rent or mortgage payments, homeowners' or renters' insurance, utilities, interest, and taxes on the home. Utilities may include electricity, gas, water, sewer and trash. Programs can use bills from one month to calculate the average annual expenses.	New	10/21/2024	
147	1302.12(e)(1)	Adds new language per March 2024 budget that tribal programs now have discretion to consider eligibility regardless of income	New	Immediate	Eligibility, Tribal
147	1302.14	Emphasize that tribal programs may, at their discretion, prioritize children in families in which a child, family member or member of the household is a member of an Indian tribe.	New	Immediate	Tribal
149	1302.14	Reinforces existing requirement that MSHS programs use their selection criteria to give priority to children of migrant farmworker families	New	Immediate	Eligibility, Migrant/Seasonal
152	1302.14(d)	Requires programs to use their community assessment to identify the population of eligible children and families and potential barriers to enrollment and attendance - including access to transportation for the highest needs families. Must also use this data to inform ongoing program improvement efforts. (NPRM requirement to survey and analyze data on families who were selected but did not enroll is not in the final)	Modified	8/1/2025	Community Assessment, Transportation
170-175	1302.47(b)(10)	(Replaces NPRM proposals about lead exposure) Requires programs to develop a plan to prevent children from being exposed to lead in water or paint of Head Start facilities. In facilities where lead may exist, programs must implement ongoing practices to protect children from lead exposure including testing and inspection at least every two years, with support from trained professionals. Assessment of pre-1978 child-occupied facilities must be done by a certified risk assessor employed by a certified risk assessment firm. If a lead hazard is identified, remediation or abatement must be conducted. Adds allowances for programs that have confirmed their facilities do not have lead, or are taking alternate action, to minimize continued testing.	Modified	10/1/2024	Lead Prevention
183	1302.80(d)	Adds safe sleep to the topics to be discussed during the newborn visit	New	10/21/2024	
184	1302.82(a)	If a program chooses to use a curriculum with pregnant people, it should select a curriculum that focuses on maternal and child health	Remains	8/1/2025	
188	1303.42(b)	Striken, recipients no longer required to have a written statement from an independent real estate professional	Remains	10/21/2024	
188	1303.43	Clarify that if recipients seek to use Federal funds for reasonable fees and costs associated with preliminary eligibility and the application to purchase, construct, and renovate a facility, they must receive approval from the HSS official. Once approval is granted, funds are allowable regardless of the outcome of the application.	Remains	10/21/2024	
188	1303.44(a)(3)	clarify that when referencing parking in plans and specs for facilities, it is "whether there is space available for parking, if applicable"	Remains	10/21/2024	
189	1303.44	Removes "cost" and "fair market" in recognition that there are multiple types of value. Clarifies that estimate from the appraiser can be done on-site or virtually.	Modified - proposal re	10/21/2024	

189 1303.44(a)(14)	Limits HHS official to requesting "what the official needs to determine compliance with regulations"	Remains	10/21/2024
189 1303.45(a)(2)(iii)	Strikes "balloon" as OHS no longer considers balloon mortgages	Remains	10/21/2024
1302.80(e)	Program must track and record services an enrolled pregnant woman receives from program and through referrals, to help identify specific prenatal care services needed	Remains	120 days
1302.80(f)	Program must provide services that help reduce barriers to healthy maternal and birthing outcomes, including services that address disparities, and use data on enrolled pregnant women to inform program services	Remains	180 days