



The Montana Early Childhood Project

*“We support professionals who make a difference in the
lives of
Montana children and families”*

March 15, 2018
Montana Best Beginnings Advisory Council
Caitlin Jensen, MSW



Discussion Today

- Brief History and Overview of the [Early Childhood Project \(ECP\)](#)
- Why a focus on workforce and professional development?
- Role of the ECP in the early childhood system:
 - **Career Pathways:** Current and future workforce
 - **Data:** Statewide Practitioner Registry
 - **Moving the field forward**
 - Compensation
 - Cross-sector collaboration and partnership
 - Improve how we meet the needs of the workforce through training and education
 - **Input from BBAC**



Input from the Best Beginnings Advisory Council

Career Pathways: *Current and Future workforce*

- How can we improve quality through training and technical assistance?
- How can we improve the training delivery system and coordinate across the system (i.e. school districts, HS/EHS, child care, public pre-K, etc.)?
- How would you like to see a cultural and linguistic lens embedded into the training approval system and overall professional development systems work?

Data: *Statewide Practitioner Registry*

- What workforce data would best inform quality improvement in the field at the local and state level?

Moving the field forward: *Compensation, Collaboration & Partnership*

- How can we start the conversation on compensation (be specific)?
- How can we improve how we engage with partners at the local level to help build and support the ECE workforce?

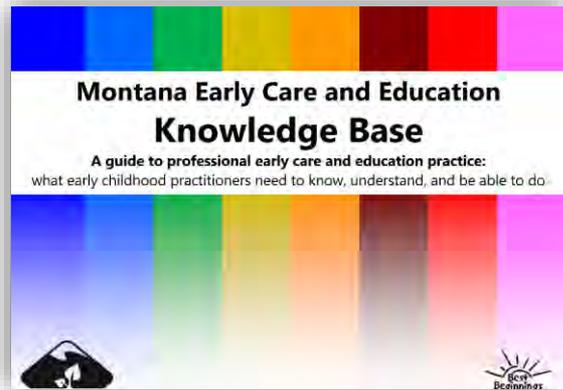


About the Early Childhood Project

- The Early Childhood Project started at Montana State University in the Department of Health and Human Development with a grant from the Northwest Area Foundation in 1985
- The Early Childhood Services Bureau contracts with the [Montana Early Childhood Project](#) (ECP) to manage the state's early childhood Career Development System in accordance to CCDBG
- **Convening of statewide partners:** Career Development Advisory Board, MT Higher Education Consortium, Director's Symposium, Coaching Consortium, Professional Development Specialist Forum
- The ECP is dedicated to improving the quality of programs and services for Montana's young children and their families

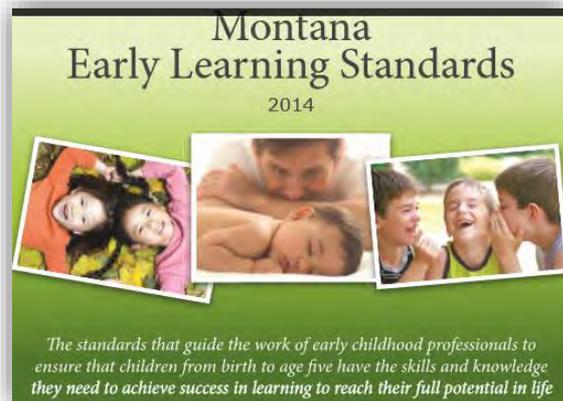


Solid Foundations of the ECP



The Knowledge Base

- A self-assessment tool
- Created to identify what early childhood practitioners need to know, understand and be able to do
- Sets a foundation for planning meaningful and relevant training options for practitioners



Montana Early Learning Standards

- The Montana Early Learning Standards (MELS) feature a continuum of developmental progression without listing specific ages.

Career Path

- Framework of 10 levels + Membership status*
- Inclusive of practitioners in a variety of settings
- Practitioners are placed at levels based upon the training and education that they have received in early care and education

Career Development Advisory Board, Higher Ed Consortium, etc.

- Representatives include statewide partner agencies and organizations



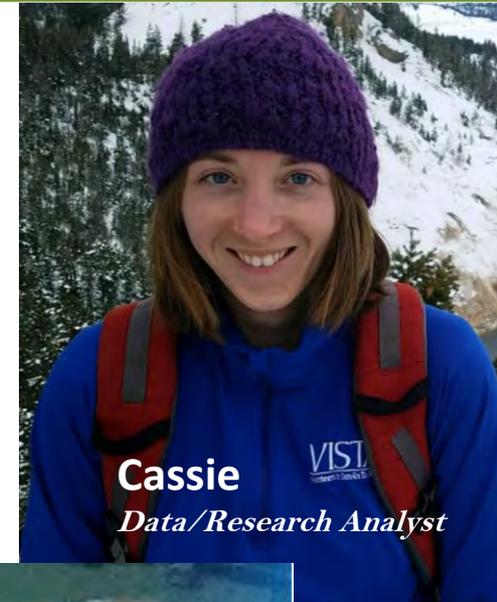
ECP Staff



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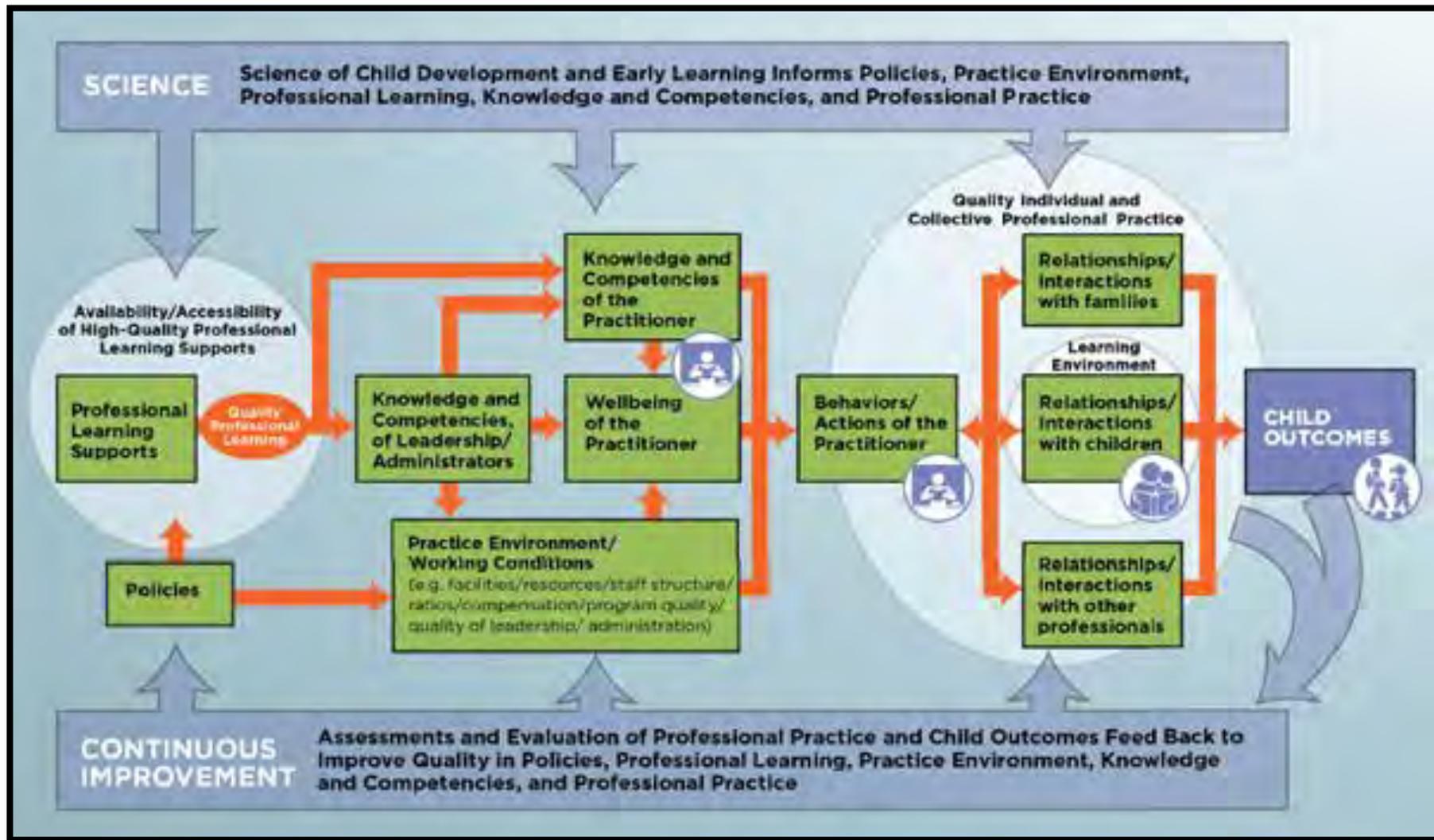


Tiffany
System Support Coordinator



Christy
Special Projects Coordinator

Many factors contribute to quality professional practice to ultimately improve child outcomes: *Transforming the Workforce for Children Birth through Age 8: A unifying Foundation*





Career Pathways

Career Pathway Supports to the current and future early childhood educator workforce:

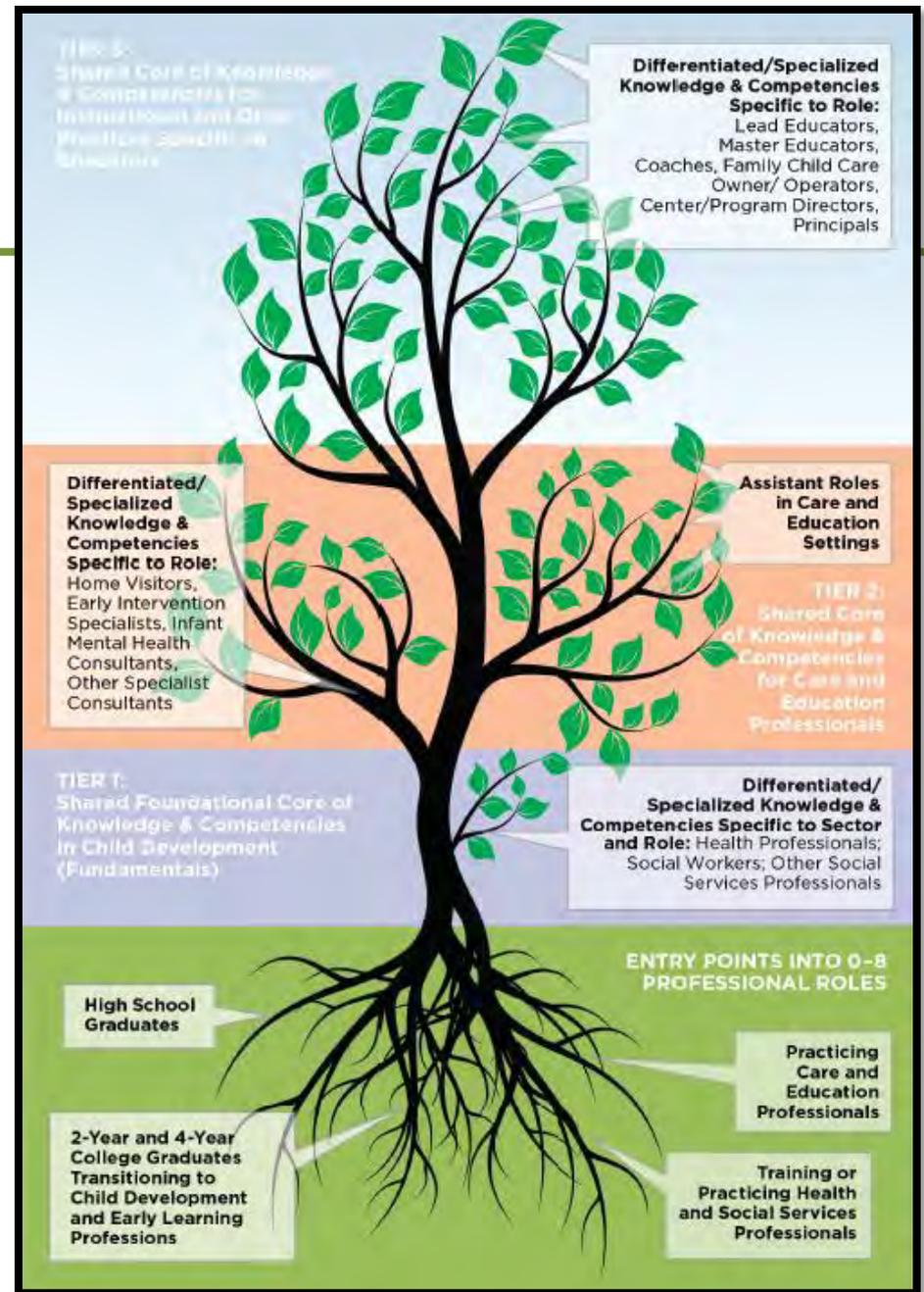
- Professional Development Approval System
 - Training, Trainers, Director's Credential, Consultants and Coaches
- Apprenticeship (and Pre-Apprenticeship)
- Financial Supports
 - P-3 for degree completion (Montana Preschool Development Grant)
 - Infant-Toddler: PDIA and the Certified Infant/Toddler Caregiver Stipend

Career Pathways in ECE and why they're important to the future of the system:

Opportunities to enter the field

Maneuver within the field

Stay in the field to increase skills, knowledge and competencies and expand quality experiences with others





Professional Development Approval System

- The [Statewide Training Calendar](#) is available to help you search for approved trainings in your area.
- If you find training opportunities that are in your area that have not been previously approved you may use the [Individual request for Approval](#) application process. This process allows you to use many types of training opportunities in your area and receive training hours for them!
- Distance Learning (online training)
- Course and Event Approval
- Director's Credential
- Professional Development Specialists (PDS)

MT Early Childhood Apprenticeship Program



Montana Early Childhood Apprenticeship Program Child Care Development Specialist

The Montana Early Childhood Apprenticeship Program (MECAP) is a training program for people in the field of early care and education that includes on-the-job training with the support of a mentor and college-level classroom instruction. The result is that an apprentice learns both the theoretical and practical aspects of the job, earns a Child Care Development Specialist Certificate from the Department of Labor and Industry, and achieves Level 4 on the Montana Practitioner Registry.

Benefits for the Apprentice:

- Will have the support of a skilled early childhood mentor
- Earn 24 core early childhood college credits from Dawson Community College, Montana Community College, the Western, or Salah Kestaneh College
- Earn a nationally recognized credential: Child Care Development Specialist
- 2 years of documented work experience aligned with state and national early childhood standards
- Move to level 4 on the Practitioner Registry Career Path
- Qualify for financial incentives
- Increase marketability and job security

Benefits for the Employer/Sponsor:

- An opportunity to build a strong and open relationship with the apprentice
- Apprenticeship fosters loyalty and may provide a significant return on investment
- Will have a competent, committed and well-trained employee
- Qualify for financial incentives to support the apprentice

To Qualify for the Program:

The Apprentice:

- Minimum of 18 years of age
- Physically capable
- Have the basic occupational aptitudes and language skills to be a child care specialist
- Willing to commit to the program
- Has not achieved Level 4 on Career Path
- Working a minimum of 2000 hours/year

Sponsoring program:

- Licensed with MT DPHHS or Tribal Agency, Head Start, public or state funded PreK program
- Qualified on-site mentor

For more information about the Montana Apprenticeship Program contact:
Christy Hill, Early Childhood Project
christy.hill1@montana.edu, 406-446-7067



Data

- The Statewide Practitioner Registry
 - Database
 - MT part of the Nat'l Registry Alliance
- The Career Path
- Data Captured informs continuous quality improvement
 - i.e. wage data / compensation
 - Current number of providers in the field



The ECP Practitioner Registry

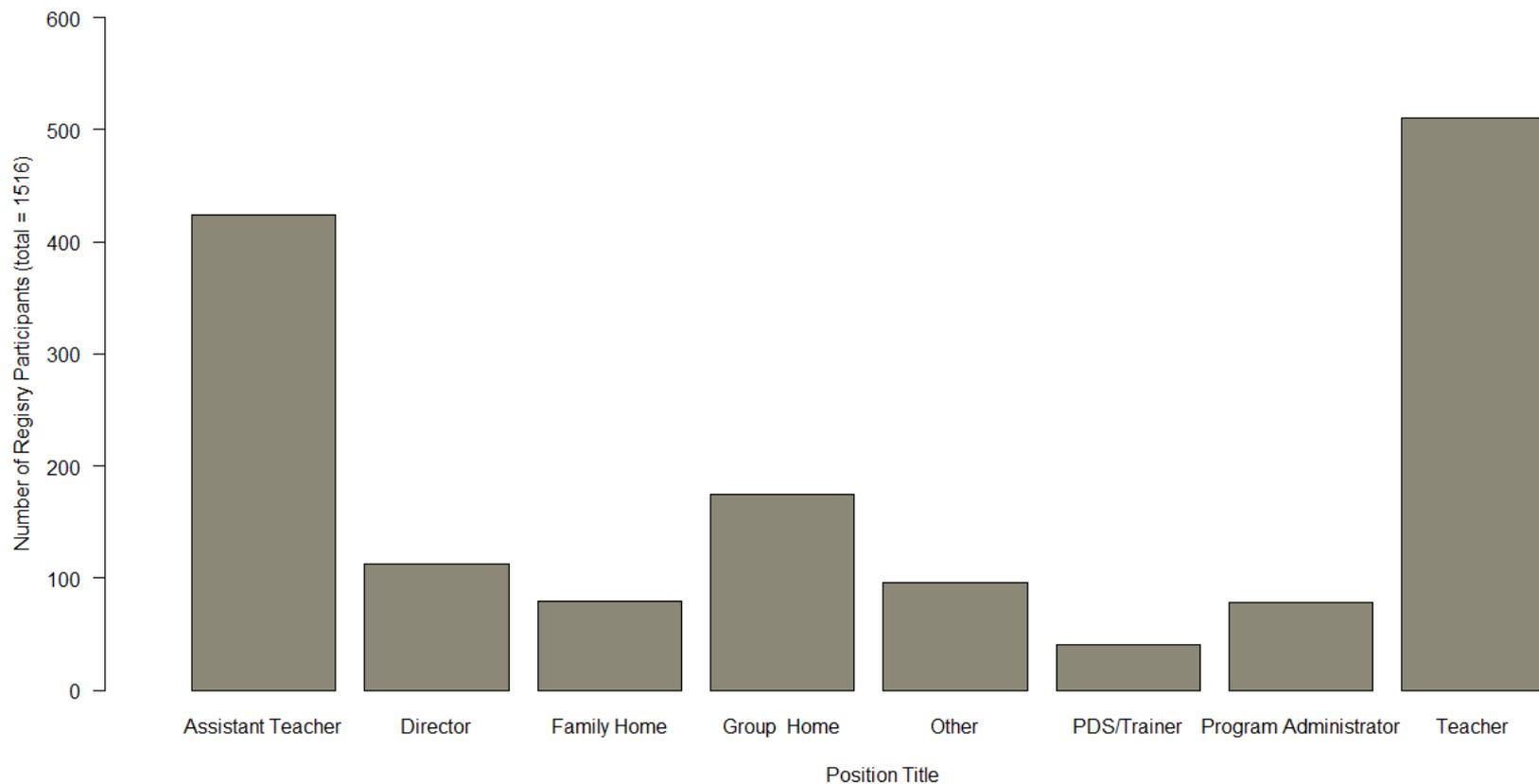
Implementing CCDF Changes: moving from a voluntary to mandatory system

- Our statewide Practitioner Registry helps to develop and track a knowledgeable and skilled early childhood workforce that is based on an individual's verified professional achievements
- The Practitioner Registry provides important data about the early childhood workforce to help raise the status and compensation for early care and education
- We are happy to support and assist EVERYONE in joining The Practitioner Registry to gain the recognition they deserve for their experience, education and training



Current Registry Participants= 1,516

Position Titles of Registry Participants



What is the Career Path?

The Career Path promotes professional development for early care and education practitioners by providing a framework for recording and recognizing experience, training, and educational accomplishments. Click [here](#) to learn more about the Career Path.



The screenshot shows the Montana Career Path Framework for Professional Development in Early Childhood Education. It lists various levels of certification and the requirements for each, including education, work experience, and training hours.

Level	Requirements
Level 1	<ul style="list-style-type: none"> Enrolled in high school or anticipatory enrollment in a CDE program (Bachelor's or Master's) Currently working in an Early Childhood setting Annual training required for renewal: 10 hours of approved training
Level 2	<ul style="list-style-type: none"> High School diploma, GED certificate, or HSDT Currently working in an Early Childhood setting Annual training required for renewal: 10 hours of approved training
Level 3	<ul style="list-style-type: none"> High School diploma, GED certificate, or HSDT 20 hours of approved training in the past 5 years Minimum of 500 hours working in an Early Childhood setting Annual training required for renewal: 10 hours of approved training
Level 4	<ul style="list-style-type: none"> Current National Child Development Associate (CDA) credential <ul style="list-style-type: none"> OR Current National Association for Family Child Care (NAFCC) accreditation and 500 hours of approved training in the past 5 years OR Some College plus at least 20 semester college credits in Early Childhood Education/Child Development Minimum of 1000 hours working in an Early Childhood setting Annual training required for renewal: 10 hours of approved training
Level 5 Certification	<ul style="list-style-type: none"> Current National CDA credential plus at least 20 semester college credits in Early Childhood Education/Child Development <ul style="list-style-type: none"> OR Current Montana Child Care Development Specialist Accreditation Certificate (college coursework/insurance) OR One year certificate requiring 30 college credits in Early Childhood Education/Child Development OR Minimum of a Bachelor's degree plus at least 10 semester college credits in Early Childhood Education/Child Development Minimum of 1000 hours working in an Early Childhood setting Annual training required for renewal: 10 hours of approved training
Level 6 Certification	<ul style="list-style-type: none"> Associate's Degree with at least 20 semester college credits in Early Childhood Education/Child Development Minimum of 1000 hours working in an Early Childhood setting Annual training required for renewal: 10 hours of approved training
Level 7 Certification	<ul style="list-style-type: none"> Bachelor's Degree with at least 20 semester college credits in Early Childhood Education/Child Development Minimum of 1000 hours working in an Early Childhood setting Annual training required for renewal: 10 hours of approved training
Level 8 Certification	<ul style="list-style-type: none"> Bachelor's Degree with an Associate's Degree in Early Childhood Education OR a minor in Early Childhood Education Minimum of 1000 hours working in an Early Childhood setting Annual training required for renewal: 10 hours of approved training
Level 9 Certification	<ul style="list-style-type: none"> Bachelor's Degree in Early Childhood Education/Child Development OR Elementary education with the P-3 teacher endorsement Minimum of 1000 hours working in an Early Childhood setting Annual training required for renewal: 10 hours of approved training
Level 10 Certification	<ul style="list-style-type: none"> Master's Degree in Early Childhood Education/Child Development <ul style="list-style-type: none"> OR Master's Degree in a related field with emphasis in Early Childhood Education/Child Development Minimum of 1000 hours working in an Early Childhood setting Annual training required for renewal: 10 hours of approved training
Level 11 Certification	<ul style="list-style-type: none"> Doctorate in Early Childhood Education/Child Development



Moving the ECE Field Forward

- Compensation
- Meeting the needs of the workforce through training and education
- Cross-sector collaboration and partnership
 - Quality Rating Improvement System (STARS to Quality)
 - STARS Pre-K and MT Preschool Development Grant
 - Infant and Toddler: EHS-CC Partnerships
 - Higher Ed Consortium: Pre-k Standards and Higher Ed Programs
 - Community Partnerships: CCR&R, Local Community Coalitions
 - CCDF Implementation (CCL and ECSB)



Input from the Best Beginnings Advisory Council

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Questions and Comments about Workforce Development



What are you hearing, and how can we help?



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Please reach out if you have any questions!



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Thank you!

We appreciate what you do, and we look forward to continuing to build a partnership with you. We're all in this together!

