

## CAREER CHOICES & CHALLENGES

A News Sheet about Montana Early Care and Education Career Development

Summer 2006

### Career Development: The National Scene

Montana's Early Childhood Project has been very involved in the development of *The National Registry Alliance*, a private, non-profit, voluntary organization of state early childhood workforce registries and professional development leaders who originally formed as a learning community. Since the first conference in 2003, the Alliance has grown in every possible way—from its membership to its structure and activities.

The Registry Alliance has a growing presence at the national policy table, dedicated to high-quality, coordinated, documented and accessible state career development systems for a well-trained, supported and adequately compensated early childhood workforce.

We have been collaborating for the past two years with three other states on the Data 4 Mapping Project aligning data collection and identifying best practice for registries. This work comes together with the need to upgrade our computer database after eight years from our initial launch.

This will bring changes in the way we verify education, training, and experience that will strengthen our ability to align our Montana data with other states and bring us closer to best practices in the field of early childhood workforce/career development.

We will keep you posted!

### Parting Thoughts from Billie Warford

It's hard to believe 31 years have gone by since I joined MSU as a graduate teaching assistant in Child and Family Science. It's exciting to be part of the changes occurring in early care and education and to have seen the Early Childhood Project take a leadership role in improving programs and services for young children and their families. I will be retiring at the end of August, and Libby Hancock will be assuming the ECP Director role.

Cleaning out old files provides many opportunities to think back on the exciting people and projects the ECP has been involved with over the years. Our beginning was in 1985 developing community coordinated child care teams. We also worked with Patagonia, US West and other businesses and policy makers to help them understand and support working parents. Partnerships have been the backbone of our work, including MSU Extension on the *Active Parenting Program*, our partnerships with KUSM Montana Public Television on *The Program for Infant and Toddlers Caregivers* and other outreach efforts. We were also involved in consumer education including *Put Children on Hold...and They Get Disconnected* and *The First Years Last Forever*. Public awareness about the importance of the early years has grown and we need to continue to make sure every child has a good beginning.

Creating the Montana Child Care Resource and Referral Network, conducting the first market rate survey, and developing the Early Learning Guidelines have all helped expand and strengthen state early childhood services. The Kellogg Foundation's Early Childhood Collaboration grant allowed us to focus on building a coordinated early childhood system and promoting early childhood career development, now the major focus of the ECP.

One thing I have learned over the years is that we can not separate care from education for young children. Children are born learning, and we need to be concerned about the quality of care and education they receive each and every day. It has been an exciting 31 years, and I look forward to continuing to work for early childhood certification and remaining involved with current school readiness and early learning initiatives on a limited basis. I have appreciated working with many of you over the years and welcome the emerging leaders. There is still so much to be done since every moment counts for a child.

*Retirement Celebration for Billie is in the works . . . watch for details!*

The very essence of leadership is that you have a vision.

*Theodore Hesburgh*

## Way to Go Above and Beyond!

The following professionals have renewed on *The Practitioner Registry* and have far exceeded training requirements for licensing and/or The Registry in the past quarter. We commend you for your ongoing commitment to lifelong learning:

Michelle Wade, Billings	73 hours
Lisa Murdock, Wolf Point	74 hours
Diane Palmer, Butte	80 hours
Dianne Clifford, Missoula	98 hours
LeAnn Engen, Fort Benton	67 hours
Vanessa Parrish-Wisher, Clinton	73 hours
Lanetta Moos, Helena	90 hours
Danielle Marciano, Helena	81 hours
Joan Brannon, Great Falls	130 hours
Lisa Kiamas, Vaughn	116 hours
Jessie Sumner, Livingston	92 hours
Connie Brunell, Anaconda	62 hours
Jennifer Dahl, Havre	480 hours
Whitney Mathews, Helena	71 hours
Wendy Schaffer, Great Falls	78 hours
Ginny Bowles, Glendive	71.5 hours
Lynnes Adamson, East Helena	69 hours
Marcella Krohn, Billings	164 hours
Marika Greeley, Bozeman	71 hours
Linda Seed, Corvallis	155 hours
Lyn Ohl, Roundup	60 hours
Wendy Krenelka, Billings	90 hours
Judee Delancy, Missoula	134.75 hours
Melissa Roullier, Great Falls	225 hours
Anita Jenkins, Three Forks	210 hours
Melissa Britten, Bozeman	326.5 hours
Julie Endy, Butte	68 hours
Debbie Wiediger, Corvallis	313.5 hours
Janet Mann, Lewistown	88 hours
Melanie Hale, Dixon	236 hours
Gloria Anderson, Missoula	135 hours
Jeff Jensen, Butte	157.5 hours
Debbie Birks, Kalispell	65 hours
Denay Flansaas-Williams, Bozeman	103 hours
Elizabeth Seitz, Billings	76 hours
Charyl LaNae Glenn, Bozeman	74 hours
Shelley Fischer, Butte	129 hours
Sylvia Miller, Missoula	127 hours
Rhiannon Lossing, Bozeman	99.5 hours
Sheri Thompson, Missoula	72.5 hours
Denise Carson, Glasgow	68 hours
Karen Zent, Great Falls	136 hours
Christina Barto, Butte	90 hours
Sharon Lofftus, Butte	207 hours
Ellie Scheulen, Marion	78 hours
Susan Kuhnhausen, Lewistown	65 hours
Casey Johnson, Butte	299 hours
Marjorie Vegoren, Darby	139 hours
Lillian Dunayer, Bozeman	165 hours
Sherry Knott, Great Falls	125 hours
Darlene Davis, Great Falls	76 hours
Delaney Williams, Glendive	79 hours
Gina DiBrito, Florence	63 hours
Roberta Cappis, Fort Benton	69.5 hours

## Contact the ECP

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## Proud to Be a Montanan!

Montana received an award at the National Association for Family Child Care (NAFCC) conference held this summer for having the third largest percentage of accredited family child care facilities in relation to the total number of registered homes in the state. We congratulate every provider who has worked hard to achieve this level of excellence and all those who helped support their effort to do so in any way—large or small!

Missoula's child care resource and referral agency, Child Care Resources, received the *Region 8 Leadership Award* "in recognition of your outstanding efforts and dedication in the field of family child care." This is the result of CCR's NAFCC Accreditation Mentoring Program designed to help providers successfully complete the accreditation process. For more information about this innovative program, contact Child Care Resources at 406-728-6446. CCR's Maureen Karlin was at the conference to renew her NAFCC Accreditation Validator status and accepted both awards. Thanks to you, Maureen!

## Deadlines: Helping Us Meet Yours

Montana's Best Beginnings programs are incentives for early care and education practitioners and programs to increase their professionalism, quality of services to children and families, and to reward and honor efforts to promote 'best beginnings' for every child in Montana.

We invite you to learn more about each program offered by visiting our website or the state's Early Childhood Services website at [www.childcare.mt.gov](http://www.childcare.mt.gov) for details. Most of these programs require a current *Practitioner Registry Certificate* placing you on the Career Path.

Often people are disappointed when they do not receive their certificate (or necessary staff certificates) in time to submit for a Mini-Grant, Provider Grant, Infant Toddler Stipend, Merit Pay and/or Star Quality by the deadline date.

We receive many applications that are incomplete and require extra time for us to notify you of missing documentation and for you to follow up and get back to us. This slows down the process time considerably. The instructions are detailed and will help you include all necessary information, so please read them carefully.

Any application received in our office less than 10 working days prior to a Best Beginnings deadline will be processed as time permits! Be sure to include a note telling us your deadline details - we always try our best to help each of you.

If you need to keep current on *The Practitioner Registry*, be sure to send your renewal application back to us so we can issue your new certificate in a timely fashion.

Remember to keep on top of your required annual training hours, so you will have everything set for a quick renewal with The Registry and/or state child care licensing.

Thanks for your cooperation!

## Frame It

Your *Practitioner Registry Certificate* is not just a piece of paper, but visual recognition honoring your early childhood professionalism.

1. Frame and hang it where parents and all other visitors will see it!
2. Add to your professional portfolio to market your program to prospective families or to share at a future job interview.
3. Copy and keep it in your personal professional development file for future reference with your training certificates.

We are receiving increasing numbers of requests for duplicate Registry Certificates and do not want to have to charge for them in the future. Keep it safe! Display it with PRIDE!

