



Montana Early Childhood Project
Montana State University

**Early Care and Education Career
Development Proposal**

October 1, 2016 - September 30, 2017

Submitted to:
The Montana Department of Public Health and Human Services/
Early Childhood Services Bureau

September 2016

Introduction and Overview

This proposal from The Montana Early Childhood Project (ECP) at Montana State University outlines the goals, objectives and specific activities that have been established through work with our state partners and the Early Care and Education Career Development Advisory Board over the past year. The ECP remains completely committed to improving Montana's early childhood comprehensive system through continual enhancement of professional development services to meet the needs of the diversity of the early childhood workforce and changes in the field of early childhood development and education.

This year brings some changes to our team as our director, Libby Hancock prepares to retire mid-year. We are confident that a new director will be secured through the MSU hiring process. The position description for that position has been drafted and will be working its way through the MSU system of approval at all levels. The ECP team will experience some changes to FTE status as one of our Data Research Analysts, Tiffany Krushensky will be having a baby in the new year and reduce her FTE status to .75. We have increased from .75 FTE to 1.0 FTE our other Data Research Analyst, Cassie Noble as of September 1, 2016 (.25 FTE for her is paid for through the MPDG funds to ECP.)

In the past year in addition to our daily operations of Practitioner Registry processing, course and event approval, and management of several incentive and awards programs, we have been pleased to have:

- Developed a brief MT EC Workforce Report which was included in packets for the EC Conference and distributed to partners
- Updated all Policies and Procedures and the ECP Operations Manual
- Finalized the development work for MT Milestones Part C Family Support Specialists and hope to fully implement that in the upcoming year
- Completed development for the Technical Assistance Module for STARS to Quality which will be fully implemented in October 2016
- Worked diligently to assist ECSB moving forward with CCDF Reauthorization and new training requirements and development of new courses
- Sponsored our annual special events that include Adult Learning I and II and Training Basics courses, the PDS Forum and the Directors' Symposium
- Completed development for Individual Requests for Training Approval to be an online process launched in September 2016
- Rolled out STARS Pyramid Model Coaching system through feedback and recommendations from the PM Coaching Group and provided initial training
- Facilitated a PM Leadership Team to spread the PM to other sectors and statewide initiatives
- Navigated through the transition from contracting with the Registry, Inc. in Wisconsin to New World Now for software and system maintenance and development

This proposal includes the Annual Work Plan as well as the proposed Budgets A and B and Budget Narrative. The dynamic ECP Team all contribute to the development of our Annual Work Plan along with our statewide partners and the Career Development Advisory Board. We will continue to actively participate in the National Workforce Registry Alliance work through webinars, dataset sharing and other national initiatives that arise. You will see a small decrease in this request overall due primarily to reduced Contracted Services and reduced request for Budget B. The Budget Narrative describes increases and/or decreases in line items from last year.

The ECP also has a designated account where all Registry fees and event fees are deposited. We utilize this account to help pay for incentives and awards as MSU instructs us to continually utilize funds in this account to show that it is an active account.

We believe our affiliation with MSU is an ongoing added advantage due to the supports we have for fiscal management, human resources, and other services (i.e. legal, IT, communications.) We appreciate the ongoing support from the College of Education, Health and Human Development; our department; and all other campus entities who assist us in being successful.

The Early Childhood Project remains totally committed to our mission and to every individual with whom we interact as we move forward toward the mission of a knowledgeable, skilled, stable and well-compensated early care and education workforce in our nation and our state. We believe this rests at the absolute core of high quality early care and education for every young child and family!