# MSU Early Childhood Project

Quarterly Report
Fiscal Year 2024: Oct 1, 2024 - Sept 30, 2025
**Q2:1/1/2025-3/31/2025**

Goal I: Promote professional development options for early childhood practitioners at all levels on the Career Path and in all
    settings and programs through the Professional Development Approval System

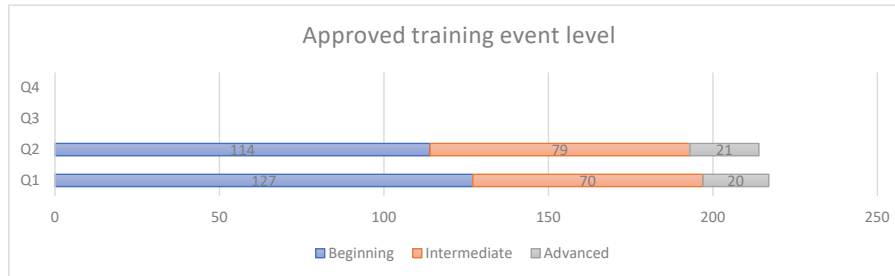Objective 1: Manage the early childhood training approval and tracking system

Training Events	Approved	Individual Request	Cancelled	Denied	Total
Q1	217	533	16	7	773
Q2	214	592	8	5	819
Q3					
Q4					
Total	217	533	16	7	773
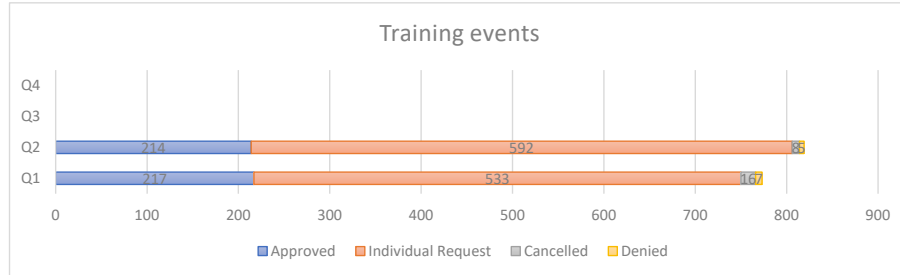
Training events

Approved Training Event Type	In-Person	Distance	Total
Q1	111	106	217
Q2	106	108	214
Q3			
Q4			
Total	217	214	431

Approved training event type
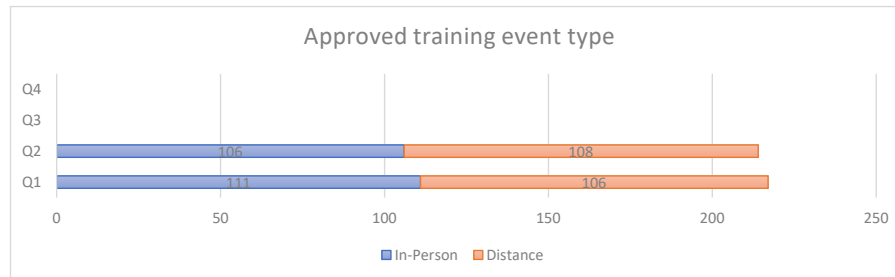
Approved Training Event Level	Beginning	Intermediate	Advanced	Total
Q1	127	70	20	217
Q2	114	79	21	214
Q3				
Q4				
Total	241	70	20	217

Approved training event level

Objective 2: Support growth of Professional Development Specialist to improve the knowledge, skills and professional development for early
childhood trainers and the quality of training offered

Professional Development Specialist (PDS)	Submitted applications	Finalized applications
Q1	38	25
Q2	51	43
Q3		
Q4		
Total	89	68

Current PDS Levels	Count
PDS I	17
PDS II	22
PDS III	74
Total	113

Current PDS levels

Level	Value
PDS III	74
PDS II	22
PDS I	17
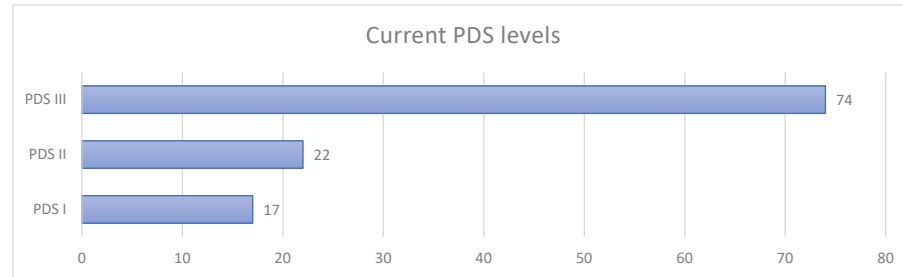
Objective 3: Provide a continuum of training and professional development options to promote practitioner knowledge and skills
in the MT Early Care and Education Knowledge Base and the MT Early Learning Standards (MELS)

Approved Training Hours: Knowledge Base Areas	Personal Dispositions	Diversity	Health and Well Being	Child Growth and Development	Environmental Design	Child Guidance	Family, Community, and Partnerships	Program Mangement	Curriculum	Observation, Documentation, and Assessment	Professionalism	Total hours
Q1	0.00	45.00	17.00	137.00	0.00	110.50	53.00	2.00	108.00	43.00	184.00	699.50
Q2	0.00	0.00	14.00	106.00	3.00	106.50	61.00	2.00	108.50	41.00	213.50	655.50
Q3												
Q4												
Total	0.00	45.00	31.00	243.00	3.00	217.00	114.00	4.00	216.50	84.00	397.50	1355.00

MELS Training Events	Approved	Cancelled	Denied	Total
Q1	77	13	2	92
Q2	67	4	3	74
Q3				
Q4				
Total	77	13	2	92

Approved training hours by knowledge base

Legend: Q4, Q3, Q2, Q1
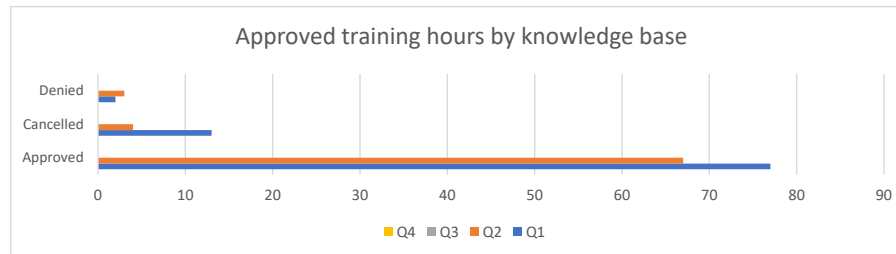
Goal II: Promote and incentivize workforce development, professional recognition, and program quality improvement through
   The Practitioner Registry

Objective 1: Promote early childhood professional development and recognition through The Practitioner Registry

Practitioner Registry (PR)	Submitted applications	Finalized applications
Q1	1,307	1,233
Q2	1,391	1,346
Q3		
Q4		
Total	1,307	1,233

PR application processing
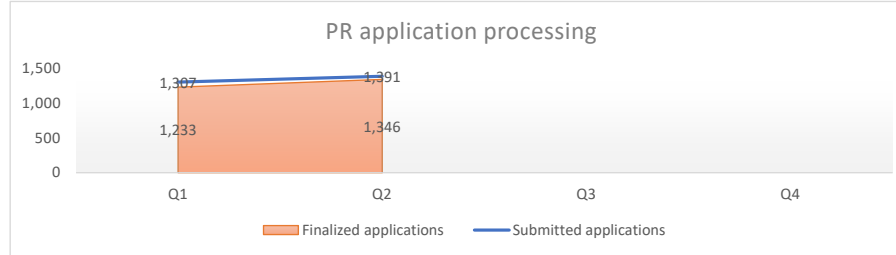
Current PR Levels	Count
Membership	485
Level 1	1,675
Level 2	810
Level 3	351
Level 4	491
Level 5	596
Level 6	192
Level 7	37
Level 8	171
Level 9	64
Level 10	4
Total	4,876

Current PR levels
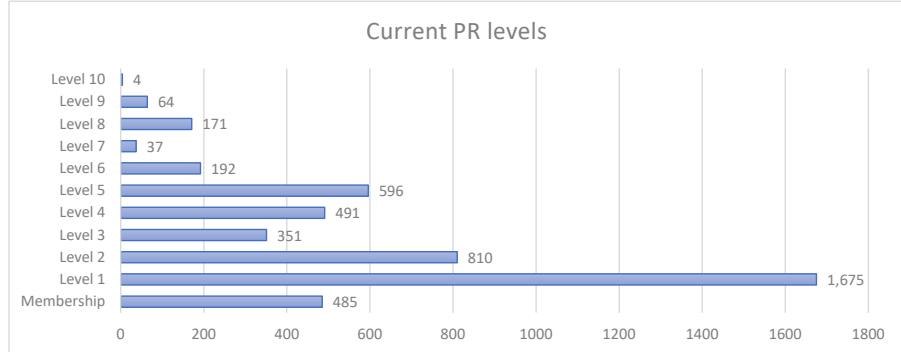
Current DC Levels	Count
DC Level I	39
DC Level II	11
DC Level III	12
Total	62

Director Credential (DC)	Submitted applications	Finalized applications
Q1	28	12
Q2	36	22
Q3		
Q4		
Total	64	34

Current DC levels
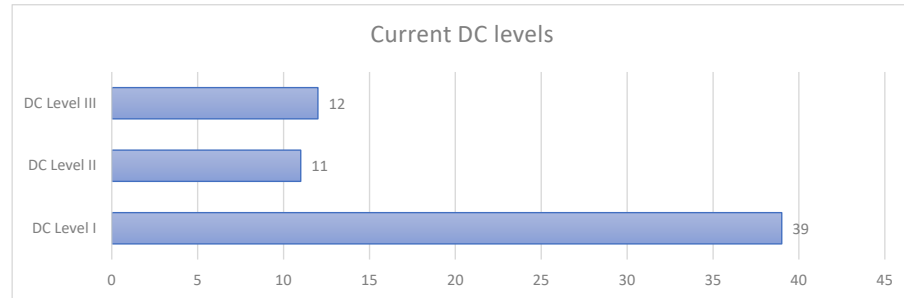
Technical Assistance Specialist (TA)	Submitted applications	Finalized applications	Total Current
Q1	9	1	17
Q2	5	1	6
Q3			
Q4			
Total	14	2	23

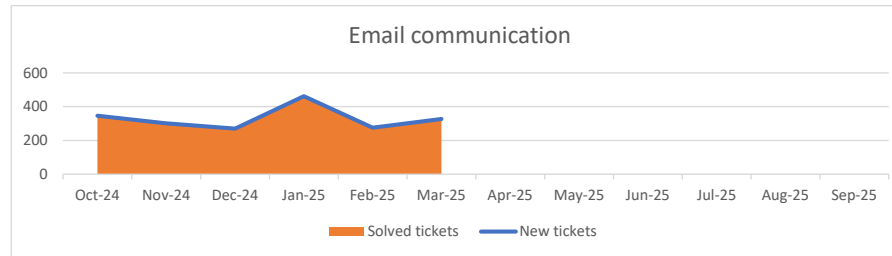| Current TA Types	Count (distinct)
Coach	8
Consultant	10
Total	18

Current TA Types
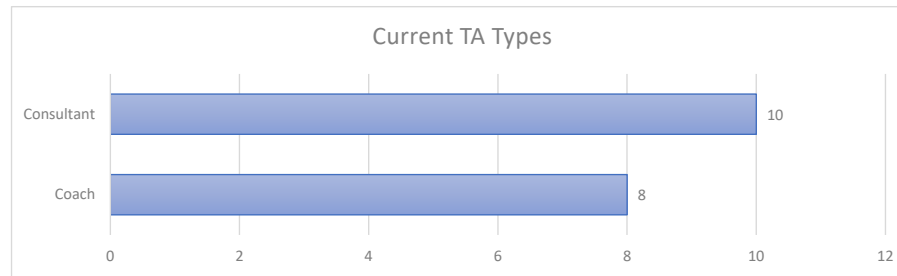
Objective 2: Conduct outreach strategies to support Practitioner Registry participation

Q2 included the testing and implementation of improved User Interface for Practitioner Registry. ECP sent out communications to all active providers (4,266 recipients) and hosted a training for directors and adminstrators to guide users for the new profile system. 65 Registry directors and administrators attended the training.

Phone communication	Number of incoming calls	Number of outgoing calls	Total call duration	Average call duration
Oct-24	200	46	10:07:19	2:56:00
Nov-24	126	25	8:12:38	3:50:00
Dec-24	106	21	5:33:09	3:21:00
Jan-25	212	54	10:59:06	2:58:00
Feb-25	188	41	11:14:09	3:35:00
Mar-25	199	29	12:02:14	3:43:00
Apr-25				
May-25				
Jun-25				
Jul-25				
Aug-25				
Sep-25				
Total	1,031	216	10:08:35	20:23:00
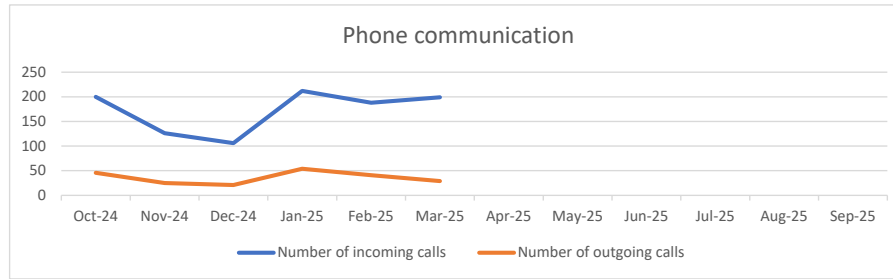
Email communication via Zendesk	New tickets	Solved tickets	Average satisfaction rating	Percent tickets satisfaction rated	Average first reply time (mins)
Oct-24	347	347	97.7%	12.7%	16
Nov-24	301	296	100.0%	15.2%	29
Dec-24	270	274	100.0%	8.0%	27
Jan-25	462	457	100.0%	16.4%	21
Feb-25	275	284	95.6%	15.8%	22
Mar-25	327	319	95.7%	15.2%	30
Apr-25					
May-25					
Jun-25					
Jul-25					
Aug-25					
Sep-25					
Total	1,982	1,977	98.2%	14%	24

Objective 3:   Maintain Professional Development Records (PDRs) for staff in licensed/registered child care facilities
and other professionals current on the Registry

New accounts created (with access to PDRs)	Number of accounts
Q1	549
Q2	1255
Q3	
Q4	
Total	1,804

Objective 4: Coordinate program scholarships to achieve national accreditation

NAEYC	Number approved	Amount
Q1	0	$0.00
Q2	1	$650.00
Q3		
Q4		
Total	1	$650.00

NAFCC	Number approved	Amount
Q1	0	$0.00
Q2	0	$0.00
Q3		
Q4		
Total	0	$0.00

Objective 5: Provide workforce incentives to support professional development

Please see the appendix for more detailed visualizations of childcare apprentices in Montana.

PDIA-HE	Number approved	Amount
Q1	6	$3,600.00
Q2	64	$56,800.00
Q3		
Q4		
Total	70	$60,400.00

Award for Achievement of High School Equivalency (new per quarter)	Number approved	Amount
Q1	1	$200.00
Q2	0	$0.00
Q3		
Q4		
Total	1	$200.00

CDAs Earned	Count
Q1	19
Q2	7
Q3	
Q4	
Total	26

Pre-Apprenticeship	Number Enrolled	Total Amount
Q1	15	$0.00
Q2	11	$0.00
Q3		
Q4		
Total	26	$0.00

Apprenticeship (new per quarter)	Number Enrolled	Total Amount
Q1	25	$0.00
Q2	25	$23,800.00
Q3		
Q4		
Total	25	$0.00

Current Active Apprentices	Count
Q1	22
Q2	25
Q3	
Q4	

Objective 6: Utilize marketing materials and other strategies to educate about Career Development services and programs

Tidbits	Number of recipients
Oct-24	4,307
Nov-24	4,249
Dec-24	4,266
Jan-25	4,259
Feb-25	4,241
Mar-25	4,243
Apr-25	
May-25	
Jun-25	
Jul-25	
Aug-25	
Sep-25	
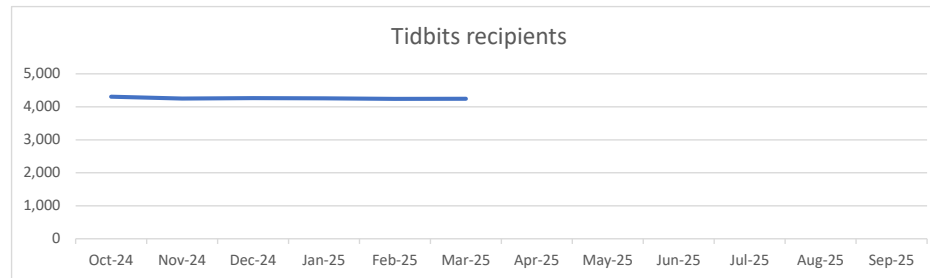
Website	Number of Users
Q1	6,978
Q2	6,695
Q3	
Q4	
Total	6,978
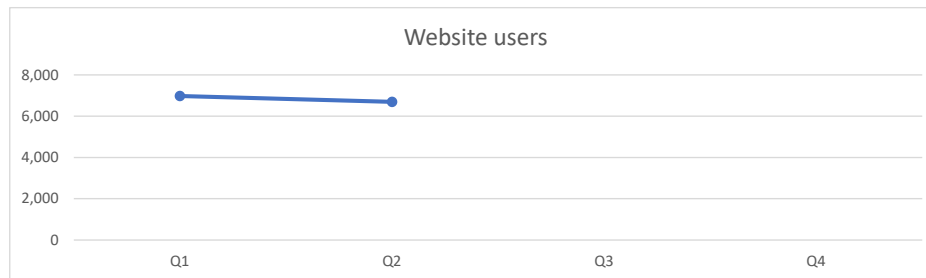
PDS Newsletter	Number of recipients
Feb-25	102
May-25	
Aug-25	
Nov-25	

Goal III: Enhance data collection and reporting capabilities to more effectively inform policy and practice around professional development and the workforce

Objective 1: Participate in data collection and sharing to inform administrators, policy makers and researchers at state and national levels about the early childhood workforce and professional development in Montana

Objective 2: Coordinate with Registry Consortium and state partners to develop standard reports and custom reports to maximize use of data for decision making

Goal IV: Collaborate with partners to promote an early childhood comprehensive system in Montana

Objective 1: Support development of MT Early Learning Standards training statewide in all domains and Knowledge Base content areas that is accessible to all practitioners

Objective 2: Convene the MT Early Childhood Higher Education Consortium (MECHEC)

Objective 3: Convene the Career Development Advisory Board (CDAB) and its committees to guide operation and direction of the career development program and ECP

Objective 4: Actively participate on advisory groups and management teams to promote collaboration

Goal VI: Maintain MSU relationships and operate within MSU policies and procedures

Objective 1: Support ongoing visibility and connections within department, college and other linkages on campus

Montana Early Childhood Project Policy Updates:

Quarter 1:
MT ECP Training Bundling Policy:
    What does bundling training mean?
      Bundling training involves adding trainings together to make up the 1-hour requirement.
    Bundling of trainings will be accepted if:
      Each training certificate is from the same training series or workshop. These training certificates can be two 30-minute trainings to make up the training hour requirement of 1 hour.
      You attended a conference with multiple training sessions. You may submit a bundle of your session certificates to make one request for the whole conference.

Quarter 2:
MT ECP Badging Approval Policy
    Philosophy Statement
      Badging recognizes practitioner accomplishments, motivates professionals and showcases their skills in particular areas of early childcare. It promotes employee achievement and recognition in the workforce.
    Procedure Form & Review Process

      Collaborative Advisory Board (CAB) will meet to review submitted Badge proposal forms no fewer than every 60 days. ECP / ECSB reserve the right to refuse badge proposals.

Appendix : Apprentice Data Visuals

Source

MT DLI Calculation of RAPIDs Data Extracted 04/01/2025

Active Childcare Apprentices

New Childcare Apprentices

Cancelled Childcare Apprentices

Completed Childcare Apprentices

New Childcare Apprentices by Age Group

New Childcare Apprentices by Race

New Childcare Apprentices by Gender

New Childcare Apprentices by Veteran Status

Average Starting Wages by Exit Status

Average Exit Wages by Exit Status