# MSU Early Childhood Project

Quarterly Report
Fiscal Year 2024: Oct 1, 2024 - Sept 30, 2025
**Q4:7/1/2025-9/30/2025**

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

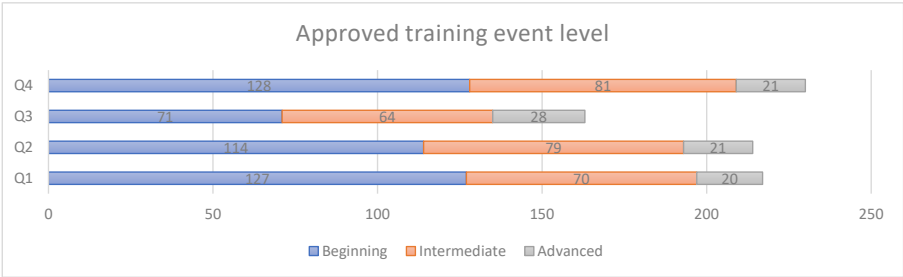Objective 1: Manage the early childhood training approval and tracking system

Training Events	Approved	Individual Request	Cancelled	Denied	Total
Q1	217	533	16	7	773
Q2	214	592	8	5	819
Q3	163	523	13	2	701
Q4	230	927	15	2	1174
Total	824	2575	52	16	3,467
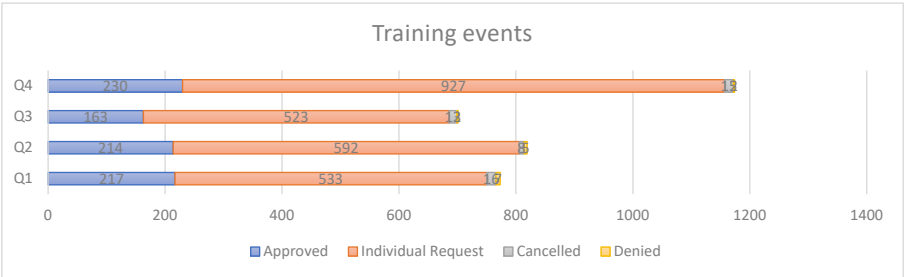
Training events

Approved Training Event Type	In-Person	Distance	Total
Q1	111	106	217
Q2	106	108	214
Q3	91	72	163
Q4	150	80	230
Total	458	366	824

Approved training event type
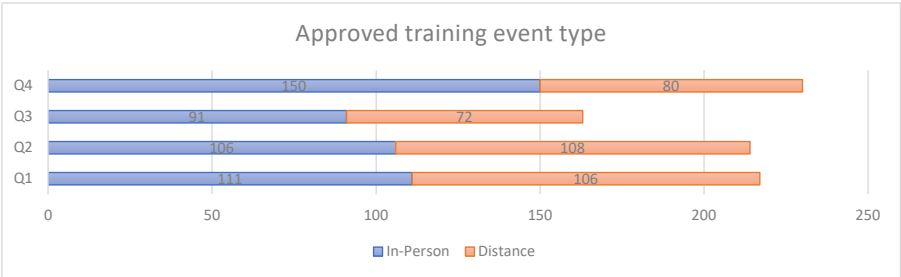
Approved Training Event Level	Beginning	Intermediate	Advanced	Total
Q1	127	70	20	217
Q2	114	79	21	214
Q3	71	64	28	163
Q4	128	81	21	230
Total	440	294	90	824

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	30	20
Q4	48	31
Total	167	119

Current PDS Levels	Count
PDS I	18
PDS II	24
PDS III	73
Total	115

Current PDS levels
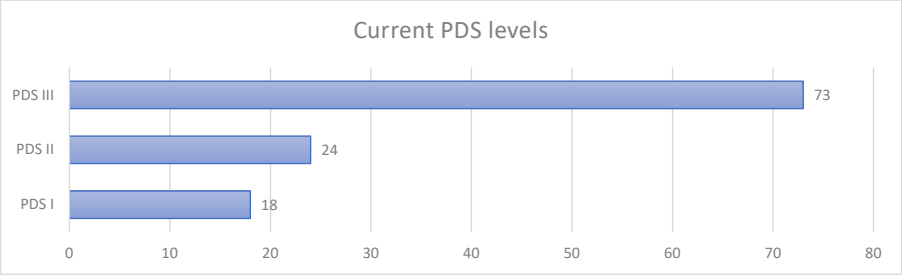
Objective 3: Provide a continuum of training and professional development options to promote practitioner knowledge and skills in the MT Early Care and Education Knowledge Base and the MT Early Learning Standards (MELS)

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	0.0	45.0	17.0	137.0	0.0	110.5	53.0	2.0	108.0	43.0	184.0	699.5
Q2	0.0	0.0	14.0	106.0	3.0	106.5	61.0	2.0	108.5	41.0	213.5	655.5
Q3	0.0	0.0	5.0	104.5	2.0	162.5	166.0	2.0	78.5	67.5	220.5	808.5
Q4	0.0	0.0	12.0	157.5	0.0	132.5	85.5	6.0	97.5	57.0	261.5	809.5
Total	0.0	45.0	48.0	505.0	5.0	512.0	365.5	12.0	392.5	208.5	879.5	2973.0

MELS Training Events	Approved	Cancelled	Denied	Total
Q1	77	13	2	92
Q2	67	4	3	74
Q3	77	4	2	83
Q4	87	2	1	90
Total	221	23	8	252

Approved training hours by knowledge base
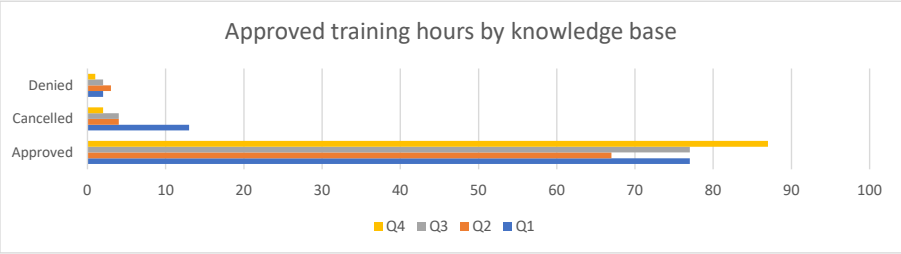
Goal II: Promote and incentivize workforce development, professional recognition, and program quality improvement through
The Practitioner Registry

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	1,249	1,140
Q4	1,438	1,280
Total	5,385	4,999

PR application processing

	Q1	Q2	Q3	Q4
Submitted applications	1,307	1,391	1,249	1,438
Finalized applications	1,233	1,346	1,140	1,280

Finalized applications ▬ Submitted applications
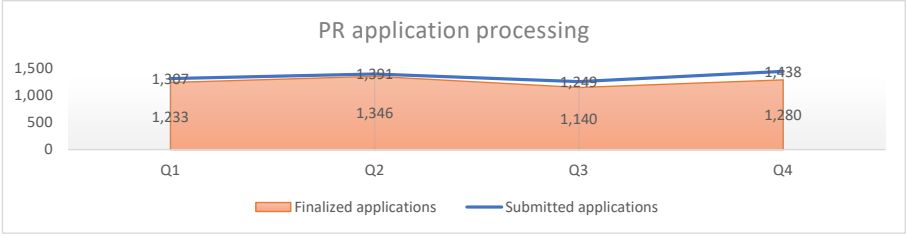
Current PR Levels	Count
Membership	513
Level 1	1,755
Level 2	759
Level 3	346
Level 4	532
Level 5	669
Level 6	190
Level 7	35
Level 8	176
Level 9	70
Level 10	4
Total	5,049

Current PR levels

Level	Count
Level 10	4
Level 9	70
Level 8	176
Level 7	35
Level 6	190
Level 5	669
Level 4	532
Level 3	346
Level 2	759
Level 1	1,755
Membership	513
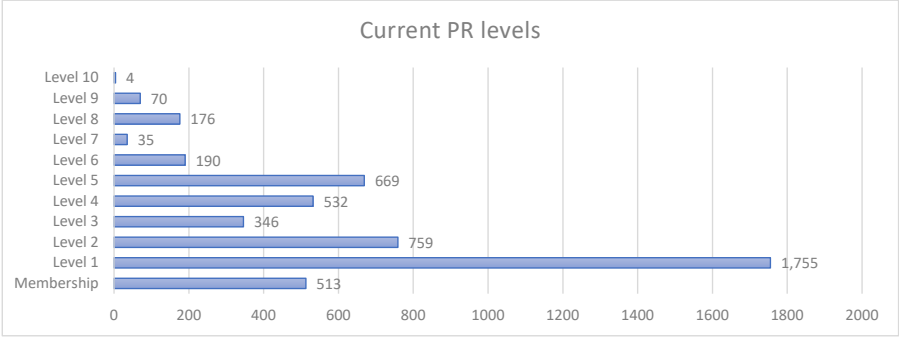
Current DC Levels	Count
DC Level I	44
DC Level II	10
DC Level III	12
Total	66

Director Credential (DC)	Submitted applications	Finalized applications
Q1	28	12
Q2	36	22
Q3	30	13
Q4	42	17
Total	136	64

Current DC levels

Level	Count
DC Level III	12
DC Level II	10
DC Level I	44
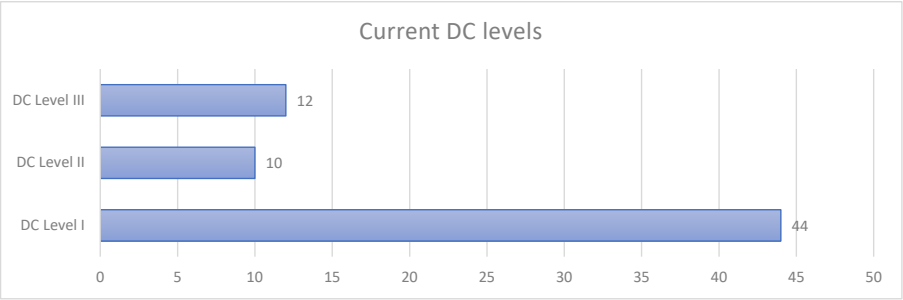
Technical Assistance Specialist (TA)	Submitted applications	Finalized applications	Total Current
Q1	9	1	17
Q2	5	1	6
Q3	2	0	11
Q4	5	0	5
Total	21	2	

Current TA Types	Count (distinct)
Coach	1
Consultant	1
Total	2

Current TA Types

Consultant	1
Coach	1

(horizontal bar chart, x-axis: 0, 0.2, 0.4, 0.6, 0.8, 1, 1.2)
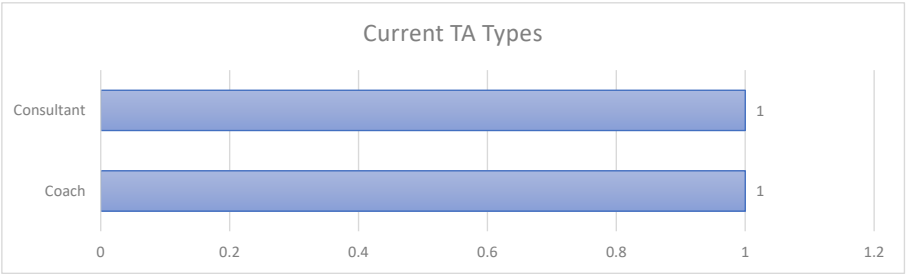
Objective 2:   Conduct outreach strategies to support Practitioner Registry participation

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	161	48	9:06:32	3:17:00
May-25	144	27	7:40:10	3:14:00
Jun-25	159	39	8:53:15	3:27:00
Jul-25	319	33	6:18:03	4:06:00
Aug-25	474	43	6:40:59	3:27:00
Sep-25	564	35	8:08:44	3:35:00
Total	2,852	441	8:56:18	17:29:00

Phone communication
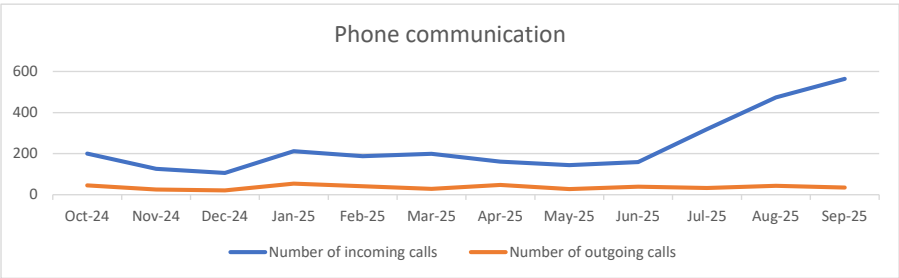
Email communication via Zendesk	New tickets	Solved tickets	Average satisfaction rating	Percent tickets satisfaction rated	Average first reply time (mins)
Oct-24	347	347	97.7%	12.7%	16
Nov-24	301	296	100.0%	15.2%	29
Dec-24	270	274	100.0%	8.0%	27
Jan-25	462	457	100.0%	16.4%	21
Feb-25	275	284	95.6%	15.8%	22
Mar-25	327	319	95.7%	15.2%	30
Apr-25	297	304	97.6%	13.8%	24
May-25	297	288	90.0%	13.9%	28
Jun-25	298	305	95.1%	13.4%	26
Jul-25	293	294	91.7%	16%	30
Aug-25	371	363	100.0%	13%	31
Sep-25	471	473	100.0%	12%	35
Total	4,009	4,004	97.0%	14%	27

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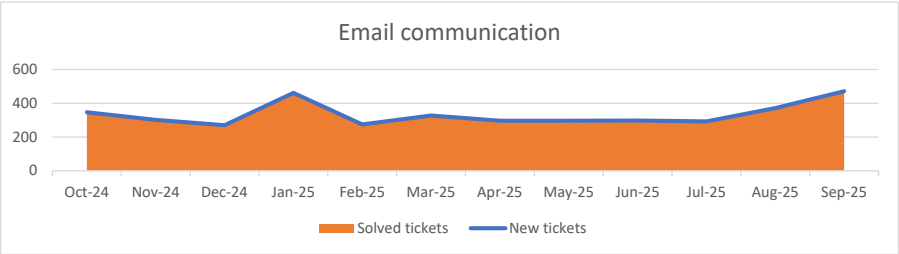
Objective 3:   Maintain Professional Development Records (PDRs) for staff in licensed/registered child care facilities
and other professionals current on the Registry

New accounts created (with access to PDRs)	Number of accounts
Q1	549
Q2	1255
Q3	623
Q4	718
Total	3,145

Objective 4: Coordinate program scholarships to achieve national accreditation

NAEYC	Number approved	Amount
Q1	0	$0.00
Q2	1	$650.00
Q3	2	$1,400.00
Q4	3	2050
Total	1	$4,100.00

NAFCC	Number approved	Amount
Q1	0	$0.00
Q2	0	$0.00
Q3	1	$1,085.00
Q4	0	$0.00
Total	0	$0.00

Objective 5: Provide workforce incentives to support professional development

Please see the <u>appendix</u> for more detailed visualizations of childcare apprentices in Montana.

Noteable stories about Apprenticeship: Two apprentices completed their apprenticeship at the end of Spring, 2025. Once apprentice left the program and continues to work in the the field at a new place of employment.

PDIA-HE	Number approved	Amount
Q1	6	$3,600.00
Q2	64	$56,800.00
Q3	41	$36,200.00
Q4	10	$9,400.00
Total	121	$106,000.00

Award for Achievement of High School Equivalency (new per quarter)	Number approved	Amount
Q1	1	$200.00
Q2	0	$0.00
Q3	1	$200.00
Q4	1	$200.00
Total	1	$400.00

CDAs Earned	Count
Q1	19
Q2	7
Q3	11
Q4	9
Total	46

Pre-Apprenticeship	Number Enrolled	Total Amount
Q1	15	$0.00
Q2	11	$0.00
Q3	8	$0.00
Q4	7	$7,000.00
Total	15	$0.00

Apprenticeship (new per quarter)	Number Enrolled	Total Amount
Q1	25	$0.00
Q2	25	$23,800.00
Q3	22	$0.00
Q4	22	$24,800.00
Total	25	$0.00

Current Active Apprentices	Count
Q1	22
Q2	25
Q3	19
Q4	19

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	4,243
May-25	4,227
Jun-25	4,271
Jul-25	4,306
Aug-25	4,361
Sep-25	4,427

Tidbits recipients
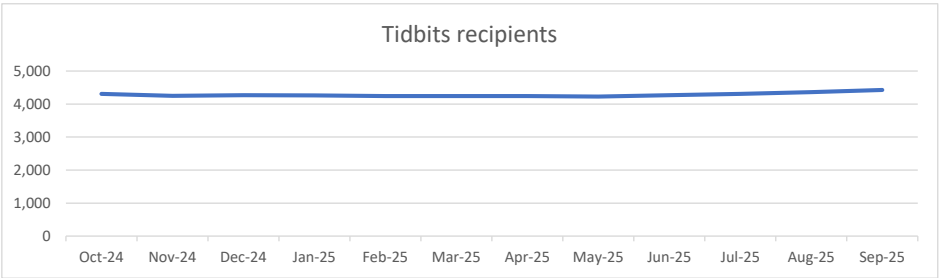
Website	Number of Users
Q1	6,978
Q2	6,695
Q3	7,479
Q4	6,869
Total	28,021

Website users
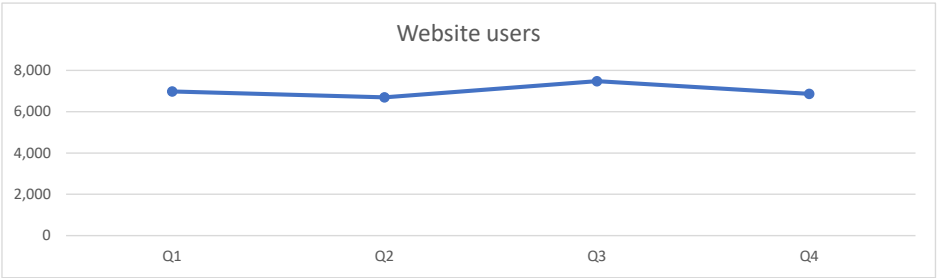
PDS Newsletter	Number of recipients
Feb-25	102
May-25	108
Aug-25	110
Nov-25	

ECP Phone Application	Android Installed Audience	Apple Installed Devices
Q1	NA	NA
Q2	NA	NA
Q3	40	59
Q4	43	98

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.

Quarter 3:

MT ECP National Training Sponsor Policy

All interested training sponsor agencies wanting to be approved on the ECP to provide their trainings must be recognized as an approved training sponsor through the National Workforce Registry Alliance (NWRA) or be willing to apply. The application form and criteria requirements are located on NWRA's website at: https://www.registryalliance.org/our-work/tor/

The training sponsor must be willing to pay the 360.00 required by NWRA to apply if they are not already an approved sponsor through NWRA.

Once they are accepted and approved by NWRA, they are eligible to join the Registry and provide their trainings.

**Training sponsors that are working with the Early Childhood Services Bureau through state invested initiatives can join the registry bypassing the NWRA requirements at the discretion of the Early Childhood Project and the Early Childhood Services Bureau if they are meeting the requirements for a training sponsor organization.

Quarter 4:

MT ECP Updated Oversight Trainer Requirements and Processes

Oversight Training Requirements are defined.

Oversight Incentive amount, eligibility, and procedural guidelines are outlined.

New oversight processes are highlighted, including detailed description of how oversight minimum of 10 training hours may calculated.

MT ECP Revised the Pathway to PDS

New Childcare Apprentices by Gender

New Childcare Apprentices by Veteran Status

Average Starting Wages by Exit Status

Average Exit Wages by Exit Status

Cancelled Childcare Apprentices by Reason