

Professional Development System Overview: Montana



National Center on Child Care Professional Development Systems and Workforce Initiatives (PDW Center)
Jointly funded by ACF's Office of Child Care and Office of Head Start

State	Montana	
Professional Development (PD) System	Title: Best Beginnings Quality Programs Web sites: http://www.dphhs.mt.gov/hcsd/childcare/qualityprograms/index.shtml and http://www.mtecp.org	
Infrastructure/ PD System Governance	Type of Governance: Higher education institute and community programs under contract with State agency The Early Childhood Services Bureau administers the Best Beginnings Advisory Council, Head Start State Collaboration, and Early Childhood Comprehensive Systems grant. Key contact: Patty Butler, Bureau Chief, Early Childhood Services; (406) 444-1828, pbutler@mt.gov	
Head Start (HS)/ Early Head Start (EHS)	State HS Collaboration Director: Kathy Rich, krich@mt.gov , http://www.bestbeginnings.mt.gov State HS Early Childhood Manager: Carrie Leu, cleu@mt.gov	
Target Population	<ul style="list-style-type: none"> Workforce in Child Care, preschool, HS/EHS, school-age, and other programs that serve children and families 	
Early Learning Guidelines (ELGs)	Ages Included in ELGs and Alignment with K–12 <ul style="list-style-type: none"> Birth–36 months 3–5 years Aligned with K–12 Birth–5 years Aligned with K–12 	Notes <p>Title: Montana's Early Learning Guidelines for Infants and Toddlers Web site: http://www.dphhs.mt.gov/hcsd/childcare/documents/infanttoddlereelgs.pdf</p> <p>Title: Montana's Early Learning Guidelines Montana's ELGs for children ages three to five are written to address what adults can observe in children, and the ways they can support a child's individual development. Web site: http://www.dphhs.mt.gov/hcsd/childcare/documents/mtelgs_001.pdf</p> <p>Title: Montana's Early Learning Standards The Montana Early Learning Standards describes the standards that guide the work of early childhood professionals, and feature a continuum of developmental progression without listing specific ages. Web site: http://mtecp.org/pdfs/MELSWeb%20v3.pdf</p> <p>Information on State ELGs references to dual language learners is available at http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/cultural-linguistic/center/state-guidelines/dll_guidelines.html</p>

Core Knowledge and Competencies (CKCs)	Roles	Notes
	<ul style="list-style-type: none"> ▪ Primarily focused on the competencies needed to effectively work with children birth to age 5 ▪ May also apply to teachers of children through age 8 and older 	<p>Title: Montana Early Care and Education Knowledge Base The Montana Early Care and Education Knowledge Base is the foundation of Montana’s career development system. The Knowledge Base is not intended to assess at what level any particular individual’s skills and abilities “should be,” but rather to identify where his/her abilities and skills currently lie. It serves as a comprehensive tool for setting goals and targeting ongoing PD.</p> <p>Web site: http://www.opi.mt.gov/pdf/EarlyChildhood/13KnowledgeBase.pdf</p>
Approval Systems	Trainer/Training	Notes
	<ul style="list-style-type: none"> ▪ Training approval, Trainer approval—mandatory 	<p>Title: Professional Development Approval System The Professional Development Approval System provides a training approval process that examines training (non-college credit) in the early care and education Knowledge Base content areas and the national Child Development Associate™ competency areas. All agencies, organizations, and individuals sponsoring training for early childhood practitioners may apply for approval.</p> <p>Web site: http://www.mtecp.org/training.html#approval</p>
Workforce Registry/Data System and Career Pathways	System(s)	Notes
	<ul style="list-style-type: none"> ▪ Voluntary registry ▪ Participation is mandatory to participate in Best Beginnings Quality Initiatives ▪ Career pathways (lattice/ladder) 	<p>Title: The Practitioner Registry The Early Childhood Project Career Development Office manages the Practitioner Registry which provides recognition for practitioner’s experience, education, and training in early care and education. The registry is designed for anyone who works with children birth to age 8 (providing direct or indirect service) in a variety of settings including: caregivers, teachers, educators, administrators, and other advocates for young children. Once enrolled, practitioners are placed on the Career Path, which serves as a PD framework in Montana. Rewards are offered to early childhood practitioners who are currently on the registry. These rewards are designed to reward “renewal” (practitioners who remain current with the registry over time) and “achievement” (practitioners who move up to a Level 4 or beyond on the Career Path).</p> <p>Web sites: http://www.mtecp.org/practitioner.html and http://www.mtecp.org/incentives.html</p> <p>Title: The Montana Career Path: A Framework for Professional Development Web site: http://www.mtecp.org/pdfs/career%20path2012.pdf</p>