

## H. Evaluation Plan

### 1. Evaluation of Improvement Strategy Implementation

**Strategy #1: Develop a Comprehensive System of Personnel Development to ensure that highly qualified personnel are providing early intervention services**

Activity	How Will We Know the Activity Happened According to the Plan? (performance indicator)	Measurement/Data Collection Methods	Timeline (projected initiation and completion dates)	Status and Data
Develop 13 courses for training FSSs that address the knowledge and skill competencies established as requirements to provide EI services in MT and obtain FSS certification	PowerPoint slides and accompanying materials will be made available	Existence of artifacts	One course 2021-2022 Three to four courses 2023 Three to four courses 2024 Three to four courses 2025	<b>Completed</b> 12 courses have been developed and uploaded onto the LMS.  It was decided that we would not move forward with the data management system course as we are transitioning to a new one.
Submit draft of course materials to identified MT subject-matter experts for review/feedback and revise materials. Conduct and record video of the training.	Feedback from reviewers will be documented and video recordings of the training will exist.	Existence of artifacts	One courses 2021-2022 Three to four courses 2023 Three to four courses 2024 Three to four courses 2025	<b>Completed</b> All 12 courses have been conducted with representative regional participants (Participant Contributors) and video recorded.
Author SCORM packages for each course for uploading to the Learning Management System (LMS)	Courses will be available on the LMS	Courses will be available on the LMS Course enrollment and completion data will be available on a quarterly basis	Four to five courses for 2023 Three to four courses for 2024 Three to four courses for 2025	<b>Completed</b> 12 courses were video recorded and professionally edited.  SCORM packages were created for all and they are now uploaded on the current LMS.

Activity	How Will We Know the Activity Happened According to the Plan? (performance indicator)	Measurement/Data Collection Methods	Timeline (projected initiation and completion dates)	Status and Data
Develop tools to evaluate FSS's foundational knowledge and skills and their proficiency in implementing these practices.	Knowledge assessments (quizzes/tests), learning activity assignments, and measures of fidelity of practices implementation will be available. Trainees scores on measures	Artifacts  Numbers of trainees and scores will be collected during the completion of each course.	Two courses 2023 Six courses 2024 Three courses 2025 Two courses 2026	<b>Completed</b> Learning activities, assignments, and quizzes have been fully developed (uploaded to an LMS) for all courses.
Establish infrastructure supports (e.g., coaching, reflective supervision) in EI programs and implement to enable FSSs to implement practices proficiently.	A written protocol for coaching & reflective supervision will be available for each course at each regional center.	Artifacts (written protocols) Documentation of coaching and reflective supervision conducted.	Initiate development of supports and protocols at the regional level 2024	<b>In Progress</b> Coaching has begun with our implementation sites (2 as of now), and is currently in the early stages, with coaches gaining practice using coaching forms and engaging in initial coaching cycles.  Implementation coaches are familiar with and utilizing the EIPPF, which integrates DEC recommended practices.  We are currently exploring reflective supervision models to inform next steps and ensure alignment with best practices.
Develop application for FSS primary and comprehensive certification.	Applications will be provided to agencies across the State with directions on how to complete and timelines. The Part C Team will issue incentives to individuals that complete the comprehensive certification.	Part C will monitor the total amount given out to FSS's who have completed certification. Part C will also track the number of individuals that apply and receive the primary certification and the comprehensive certification.	November 2022 - Ongoing	<b>Completed</b> Applications for Primary, FSSA, and Comprehensive certification have been completed and uploaded to the DPHHS website. 2022: 13 Primary, 0 Comp 2023: 5 Primary, 9 Comp 2024: 9 Primary, 6 Comp  A quick reference document was also developed and shared with contractor directors to support understanding of the different certification types and requirements for each.

## Strategy #2: Establish Montana's Part C Pyramid Model Framework

Activity	How Will We Know the Activity Happened According to the Plan? (performance indicator)	Measurement/Data Collection Methods	Timeline (projected initiation and completion dates)	Status and Data
Establish Part C Pyramid Model Framework- broad overall strategy.	Cohorts are identified, implementation plan in place, and projected timeline is outlined	Implementation plan and timeline reviewed by NCPMI TA representative.	January 2023-January 2025	<b>Completed</b> Implementation site (cohort) 1 has been identified. 5-year timeline has been outlined. All have been reviewed by NCPMI TA.
Participate in intensive technical assistance through the National Center for Pyramid Model Innovations	Strategies are established to support the implementation of the Pyramid Model in Montana and added to implementation plan	Implementation plan and timeline	January 2024-January 2026	<b>Completed</b> Intensive technical assistance provided support for 2 years.
Schedule Pyramid Model Practices Training.	Potentially scheduling a training for summer 2023	Training held for Cohorts 1 and 2.	Summer 2023	<b>In progress</b> Cohort 1 and 2 trainings completed.  Cohort 3 will begin implementation in spring/fall 2026
Identify and provide training on tools to measure fidelity to PM practice.	Summer 2023 potential training	Training held for cohorts 1 and 2	Summer 2023	<b>In progress</b> Next cohort will begin implementation in spring/fall 2026
Establish membership for state leadership team.	State leadership team will meet monthly, create norms, and vision statement.	State level membership, vision, and norms are established.	December 2022	<b>Completed</b> State team meets monthly. Agendas outline the attendance, vision, and norms for the group

Activity	How Will We Know the Activity Happened According to the Plan? (performance indicator)	Measurement/Data Collection Methods	Timeline (projected initiation and completion dates)	Status and Data
Develop the Pyramid Model Implementation Plan and identifying the program implementation coaches.	Cohorts have been identified and implementation plan has been set	Cohorts are aware of PM implementation plan and cohort leadership teams have been identified.	December 2022-January 2025	<b>In Progress</b> Cohort 1 and 2 are currently implementing Pyramid Model and have identified program coaches.
Contract with Rob Corso to develop online e-modules to support on demand training and practice.	Contract will be signed and delivered to Rob Corso and team. Training modules will be given to the Part C Team and LMS team. LMS team will post to LMS site	E-modules will be posted to the LMS for Part C contractors to access.	January 2023	<b>Completed</b> E-modules were uploaded to previous LMS and uploaded to new LMS.
Implementation plan identifies Cohorts and timeline.	Part C will identify 3 cohorts and create an implementation plan that stretches over 5 years.	Cohorts are identified and implementation plan has been reviewed by NCPMI TA	December 2022	<b>Completed</b> Implementation site 1 has started implementation in November 2024 Implementation plan is in place. Additional implementation sites will be identified in 2025
Provide statewide training and develop a community of practice on the use around the DEC recommended Practices.	Part C will develop a training calendar that outlines the trainings for the year, including the DEC recommended practices.	Training occurs on the DEC recommended practices.	March 2023	<b>Completed</b> Pyramid Model Home Visiting practices training, related closely to the DEC Recommended Practices, happened and was recorded in January 2025

## 2. Evaluation of Intended Outcomes

**Strategy #1: Develop a Comprehensive System of Personnel Development to ensure that highly qualified personnel are providing early intervention services**

Type of Outcome	Outcome Description	Evaluation Questions	How Will We Know the Intended Outcome Was Achieved? (performance indicator)	Measurement/Data Collection Method	Analysis Description	Timeline (projected initiation and completion dates)	Status and Data
Short term	Certification: FSSs will receive primary certification within the first 2 months. Existing FSSs develop portfolios around the DEC RPs in order to apply for comprehensive certification within 2 years of receiving primary certification.	Do EI programs provide training to new FSSs?  Do FSSs develop portfolios based around the DEC recommended practices?	1. 90% of new FSSs will receive their primary certification within 2 months  2. 90% of FSSs will submit training hours or portfolios that are based on the DEC recommended practices for comprehensive certification or recertification.	Measurement: Identify total new FSSs and existing FSSs for a 2-year span and identify total number of FSSs that achieved primary and comprehensive certification. Data Collection Method: Manual collection and input into data spreadsheet	Calculate total FSSs submitting for primary or comprehensive certification for 2-year span. Divide 2-year certifications by total FSSs.	Ongoing for all FSSs statewide.	<b>Completed</b> Excel spreadsheet was created for tracking and monitoring.  9 new FSSs applied for a primary certification/9 new FSSs received their primary certification. = (100% met performance indicator #1)  6 FSSs were due for comprehensive certification or recertification/6 FSSs submitted portfolios or training hours = 100% (met performance indicator #2)  State Program Specialist conducts Roster checks twice a year and sends monthly emails regarding expiring certification

Type of Outcome	Outcome Description	Evaluation Questions	How Will We Know the Intended Outcome Was Achieved? (performance indicator)	Measurement/Data Collection Method	Analysis Description	Timeline (projected initiation and completion dates)	Status and Data
Intermediate	Infrastructure: FSSs are using the LMS to access courses and receive incentives	How may FSSs receive incentives?	90% of all FSSs will receive an incentive for completing courses on the LMS and receiving certification.	Part C will monitor the incentives to FSSs who have completed certification and track the number of individuals who apply and receive the primary and comprehensive certifications.  Data Collection Method: Manual collection and input into data spreadsheet, training logs.	Data will be calculated based on FSSs that receive incentives	January 2023 Ongoing	<b>In Progress</b> All courses are uploaded to LMS. Will become available to FSSs once transfer of files from WestEd to state occurs.  We are currently exploring incentive options.
Long term	Workforce: A comprehensive system of personnel development is in place to ensure highly qualified FSSs are employed.	Do FSSs understand and apply the content on the CSPD modules?	FSSs will score a 6 or 7 on the PN2 Systems Framework 90% of the time.	Measurement: PN2 on Workforce Development subcomponent of the ECTA System Framework  Data Collection method: Manual collection and input into data spreadsheet	Using the Workforce subcomponent on the ECTA Systems Framework, FSSs will be observed, coached, and/or evaluated.	January 2025 - Ongoing	<b>In Progress</b>

## Strategy #2: Establish Montana's Part C Pyramid Model Framework

Type of Outcome	Outcome Description	Evaluation Questions	How Will We Know the Intended Outcome Was Achieved? (performance indicator)	Measurement/Data Collection Method	Analysis Description	Timeline (projected initiation and completion dates)	Status and Data
Short term	EI Practitioners attend 2-day Pyramid Model Training, Fidelity, and measurement tool training, and training on tools such as the ASQ-SE and DEC RPs.	Do FSSs have awareness of social-emotional development?  Are EI staff aware of Pyramid Model fidelity tools?	Practitioners will take a pretest prior to training and a posttest after training to show increased awareness and knowledge on social-emotional development and Pyramid Model Fidelity tools	Measurement: Pre and Post Test for training.  Data collection method: Training quizzes digital or paper	Practitioners will take a pre-test prior to attending training and a post-test after training to measure practitioners' awareness & understanding of social-emotional development and PM fidelity tools.	Cohort 1 – Region 1: January 2023-24 Cohort 2- Regions 3 & 4: January 2024-25 Cohort 3- Regions 2 & 5: January 2025-26	<b>In Progress</b> Cohort 1 and 2 completed training.  Cohort 3 planned for spring/summer of 2026

Type of Outcome	Outcome Description	Evaluation Questions	How Will We Know the Intended Outcome Was Achieved? (performance indicator)	Measurement/Data Collection Method	Analysis Description	Timeline (projected initiation and completion dates)	Status and Data
Short term	Infrastructure supports including the State Leadership Team, Cohorts, and coaches are in place and functioning across the State of MT.	<p>1a. Does the State leadership meet monthly?</p> <p>1b. Are cohorts identified and starting implementation?</p> <p>1c. Have regional coaches been identified and do they understand practice-based coaching?</p>	<p>1a. The State leadership will meet 10 out of 12 months of the year.</p> <p>1b. The Early Intervention (Part C) BoQ, Leadership Team (1-6) will show an 80% in place rating.</p> <p>1c. The Early Intervention (Part C) BoQ, Building Staff Capacity (14-18) will show an 80% "In place" rating.</p>	<p>1a. Measurement: Agendas for each meeting</p> <p>1b. Measurement: Early Intervention (Part C) BoQ, Leadership Team (1-6)</p> <p>1c. Measurement: The Early Intervention (Part C) BoQ, Building Staff Capacity (14-18)</p> <p>Data collection method: State Pyramid Team records file and Cohort implementation records file.</p>	<p>1a. Review agendas and calculate total months team met.</p> <p>1b. Review and complete the Early Intervention (Part C) BoQ Leadership Team (1-6), with the implementation site cohort and calculate the total items that are in place.</p> <p>1c. Review and complete the Early Intervention (Part C) BoQ, Building Staff Capacity (14-18), with the implementation site cohort and calculate the total items that are in place.</p>	<p>State Leadership Team – January 2022</p> <p>Cohort 1 – Region 1: January 2023-24</p> <p>Cohort 2- Regions 3 &amp; 4: January 2024-25</p> <p>Cohort 3- Regions 2 &amp; 5: January 2025-26</p>	<p><b>In Progress</b></p> <p>State Team has been created and has attempted to meet monthly.</p> <p>Cohort 1 and 2 meet monthly and have identified implementation coaches.</p> <p>Cohort 3 – spring/fall 2026</p>



Type of Outcome	Outcome Description	Evaluation Questions	How Will We Know the Intended Outcome Was Achieved? (performance indicator)	Measurement/Data Collection Method	Analysis Description	Timeline (projected initiation and completion dates)	Status and Data
Intermediate	Modules are placed on Montana's LMS platform and practitioners are gaining knowledge from the modules.	1. Do agencies have access to PM E-modules on the LMS platform? 2 Are practitioners gaining knowledge on the Pyramid Model practices?	1. Practitioners will be able to access modules on the LMS platform.  2. Individuals will increase their knowledge of Pyramid Model as shown by completing a pre-test prior to the modules and a post-test after completing the modules.	1.Measurement: Practitioners creating an account and working through modules 2. Measurement: Pre and Post test data. Post test data showing increased knowledge of Pyramid Model.  Data collection method: LMS Platform	Monitor and review the LMS platform to ensure practitioners are accessing the modules. Review pre and post test data and give information on areas that agencies need to target regarding pyramid model understanding.	State Leadership Team – January 2022  Cohort 1 Region 1: January 2023-24  Cohort 2- Regions 3 and 4: January 2024-January 25  Cohort 3- Regions 2 and 5: January 2025-January 26	<b>In progress</b> Modules will be placed on LMS platform once the LMS platform is established and contracts are in place.

Type of Outcome	Outcome Description	Evaluation Questions	How Will We Know the Intended Outcome Was Achieved? (performance indicator)	Measurement/Data Collection Method	Analysis Description	Timeline (projected initiation and completion dates)	Status and Data
Intermediate	Training: Coaches train and coach to the DEC Recommended Practices.	Do coaches support practitioners in their understanding of the DEC recommended practices?	Coaches in agencies will support practitioners on the DEC recommended practices by having practitioners identify goal areas from the checklists and then observe practitioners by using the checklists.	Measurement: All FSSs will be observed by coaches using DEC RP checklists at least annually.  Practitioners will self-evaluate using the DEC RP checklists. Data collection method: Agency staff and report to state	Agencies will implement and coach to the DEC recommended practices checklists. Practitioner data will be reviewed from year 1 to year 2 to show training on the DEC RPs.	State Leadership Team – January 2022  Cohort 1 – Region 1: January 2023-24  Cohort 2- Regions 3 and 4: January 2024-January 25  Cohort 3- Regions 2 and 5: January 2025-January 26	<b>In progress</b> Cohort 1 and 2 have identified coaches and are in beginning stages of implementing coaching utilizing the EIPPF
Long Term	Pyramid Model practices are implemented consistently in homes with families to build their capacity to support their child's SE development.	Do families gain evidence-based resources and tools that enable their ability to support their child's social-emotional development?	The Family Outcome Survey shows improvement from year to year on questions around social emotional development and support.	Measurement: Family Outcome Survey Data Collection: Family Outcome Survey data on Qualtrics data platform.	Review and analyze the Family Outcome Survey data to see if families are reporting increased capacity to support their child's social emotional development.	January 2025	<b>In progress</b> The state Pyramid Implantation Team (PIT) developed and will add a question to Family Outcome Survey measuring whether families received coaching related to social emotional dev and/or challenging behaviors

Type of Outcome	Outcome Description	Evaluation Questions	How Will We Know the Intended Outcome Was Achieved? (performance indicator)	Measurement/Data Collection Method	Analysis Description	Timeline (projected initiation and completion dates)	Status and Data
Long term	State leadership team develops policies, procedures, and resources to plan, implement, evaluate, and sustain a statewide system that supports the use of PM practices across the State of MT.	Are pyramid model practices, policies, and procedures continuing to be implemented across the State of MT?	The State Leadership team will complete the State Team BoQ, Data Based Decision Making section annually, to determine if Pyramid Model practices are being sustained from year to year.	Measurement: State Team BoQ, Data Based Decision Making (44-49). Data Collection Method: State Pyramid Team records file	The State Leadership Team will complete the BoQ annually and review data to ensure sustainability across the State of MT.	State Leadership Team – January 2022-2028	<b>In progress</b> Schedule established for complete the BoQ annually. The BoQ will be completed in Feb and Aug.
Long term	Families have increased capacity to support their child with social emotional skill development and FSSs give resources and recommendations that align with the DEC Recommended Practices.	Are FSSs utilizing DEC recommended practices around social emotional skills when they coach and provide resources to families?	The EIPPFi will be used to identify areas of strength, clarify priorities, and guide coaching conversations. Practitioners will be able to speak to using the DEC RPs when supporting families during certification.	Measurement: EIPPFi Tool Data Collection: Regional agencies will use the EIPPFi tool and report data to the state.	Coaches and practitioners will complete the EIPPFi tool and ensure that practitioners are providing resources and recommendations around DEC recommended Practices.	January 2025 - Ongoing	<b>In progress</b> Cohort 1 and 2 are in beginning stages of coaching. They are utilizing and becoming familiar with the EIPPFi tool.

Type of Outcome	Outcome Description	Evaluation Questions	How Will We Know the Intended Outcome Was Achieved? (performance indicator)	Measurement/Data Collection Method	Analysis Description	Timeline (projected initiation and completion dates)	Status and Data
Long term	EI practitioners use data evaluation procedure to inform IFSP development to improve child and family outcomes.	Are EI practitioners using data to develop IFSP child and family outcomes?	<p>1. The Child Outcome Summary Data (Outcome A) will be reviewed annually to determine if children are showing growth on outcome A.</p> <p>2. Family Outcome Survey data will be reviewed annually to determine if families are reporting growth.</p>	<p>Measurement: Child Outcome Summary (Outcome A) and Family Outcome Survey</p> <p>Data Collection: 1. Child Outcome Summary report reviewed annually; Family Outcome Survey data reviewed annually in Qualtrics data base.</p>	Data from the Child Outcome Summary and Family Outcome Survey will be reviewed and analyzed annually to compare years and show growth.	January 2025 - Ongoing	In progress - ongoing