Montana Milestones/Part C Early Intervention Program State-wide Logic model

Improvement Strategy #1	Inputs	Activities	Outputs	Short-term Outcomes	Intermediate Outcomes	Long-term Outcomes	SiMR:
Develop a comprehensive System of Personnel Development to ensure that highly qualified personnel are providing early intervention services							Montana will increase the percentage of infants and toddlers with IFSPs who demonstrate improved positive social and emotional skills including positive relationships by the time they turn three or exit the program.
	Contract with West Ed to develop 13 learning modules/courses for Early Intervention certification	-Develop Part C modules to support FSS's knowledge and skills to provide EI services and obtain FSS certification.

-Conduct pilot test conducted to review and | -Family Support Specialist access all Part C modules via the ECP classroom platform. | -EI programs continue to provide training to new FSSs to obtain primary certification.

-Existing FSSs continue to develop portfolios that | -FSS's acquire foundational EI content knowledge, and skills to implement practice. | -A comprehensive system of personnel is in place to ensure highly qualified FSSs are employed. | |

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		accept modules/courses. -Prepare Part C modules for placement on the ECP classroom platform.		including evidence of selected DEC RPs for comprehensive EI certification.			
	Montana Early Childhood Practitioner Registry (primary and comprehensive certification) classroom Platform	Develop tools to evaluate FSS's foundational knowledge and skills and their proficiency in implementing these practices.	Defined certification tracks for primary and comprehensive certification, including annual comprehensive renewal training hours.	-EI programs continue to provide training to new FSSs to obtain primary certification. -Existing FSSs continue to develop portfolios that including evidence of selected DEC RPs for comprehensive EI certification.	-All new FSS's receive primary certification within 2 years of hire. -FSS's maintain certification annually.		
	Cadre of regional coaches	Establish infrastructure supports (e.g., coaching, reflective supervision) in EI programs and	-Proficiency Measurement to inform our infrastructure support (e.g., coaching,	-Develop a Community of Practice to identify infrastructure supports (e.g., coaching,	-EI Program infrastructure supports are in place and provided to enable FSSs		

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		implement to enable FSSs to implement practices proficiently.	reflective supervision).	reflective supervision).	to implement EI practices.		
	Incentive schedule to parallel completed certification levels	Develop application for FSS primary and comprehensive certification.	-FSS apply for primary and comprehensive certification.	-EI programs continue to provide training to new FSSs to obtain primary certification.-Existing FSSs continue to develop portfolios that including evidence of selected DEC RPs for comprehensive EI certification.	-All FSS's are using learning platform to access learning modules and receive incentives.		

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Broad Improvement Strategy #2 Establish Montana's Part C Pyramid Model Framework	Inputs	Activities	Outputs	Short-term Outcomes	Intermediate Outcomes	Long-term Outcomes	
	Technical Assistance to develop a statewide Pyramid Model Implementation Plan.	Establish Part C Pyramid Model Framework- broad overall strategy.	A Roadmap of implementing the Pyramid Model identifies needs and direction.	- Cohort 1 sites develop and sustain infrastructure supports that enable FSSs to implement PM practices.	Cohort 2 sites develop and sustain infrastructure supports that enable FSSs to implement PM practices.	– Statewide all cohorts develop and sustain infrastructure supports that enable FSSs to implement PM practices	
	Pyramid Model Practices Training.	Schedule Pyramid Model Practices Training.	2-day Pyramid Model Practices Training.	Early Intervention staff attends Two-day Pyramid Model Practice Training; FSS's develop an awareness of practices to support social emotional development.	FSS's incorporate Pyramid Model practices with the assistance of their coach to support families.	Pyramid Model practices are implemented consistently in homes with families to build their capacity to support their child's SE development.	

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			Part C Pyramid Model Train the Trainer E-Modules.				
	Pyramid Model Fidelity Tools	Identify and provide training on tools to measure fidelity to PM practice.	Fidelity tool training; BOQ, EPPFI.	Regional Coaches and FSS attend training and develop and awareness about the fidelity tools to measure and improve practice.	Coaches and FSS's use data from Fidelity tools to improve Pyramid Model practice and inform coaching.	FSSs achieve and sustain implementation of practices with fidelity as supported by coaches and Professional Development Network.	
	State Leadership Team	Establish membership for state leadership team.	State Leadership team.	State Leadership Team meets monthly	State Leadership Team expands to include a collaborative, cross-sector team	State Leadership team develops policies, procedures, resources to plan, implement, evaluate, and sustain a state-wide system that supports the use of Pyramid Model.	
	Regional Leadership Team	Develop the Pyramid Model Implementation Plan and identifying the	Regional Leadership team, Regional Coaches	Regional Coaches are Identified.	Regional and Program leadership teams are established.	Regional Leadership team mentors and supports	

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		program implementation coaches.				local program implementation teams.	
	Train the Trainer Modules for sustainable training in Part C Pyramid Mode home visiting practices	Contract with Rob Corso to develop online e-modules to support on demand training and practice.	Part C Pyramid Model Train the Trainer E-Modules.		Modules are placed on Montana's ECP learning classroom platform.	Coaches and FSS's access E-modules on Montana's ECP learning classroom platform.	
	Cohort(s)	Implementation plan identifies Cohorts and timeline	Plan for Cohorts sites	Cohort(s) are identified.	FSS's implement Pyramid Model practices in home with families in Cohort sites.	Statewide Pyramid Model practices are implemented across all sites. Families have Increased capacity to support their child with social emotional skill development	
	ASQ-SE Screening Tool Reflective Practice	Develop an evaluation procedure using data from the ASQ-SE to inform practice and engage in continuous improvement	Training on the ASQ-SE and reflective practice on use of data collected to inform practice and engage in	FSS's and coaches attend trainings; ASQ-SE, reflective practice, and DEC	Annual training on the Data Evaluation Procedure	Coaches and FSS's use Data Evaluation procedure to inform IFSP development to improve child and family outcomes	

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			continuous improvement				
	DEC Recommended Practices	Provide statewide training and develop a community of practice on the use around the DEC. Recommended Practices	Annually review Montana Stepping-Stones, DEC Recommended practices.	FSS's and coaches attend trainings; ASQ-SE, reflective practice, and DEC.	-Annual training on the Data Evaluation Procedure -Develop DEC RP training module	FSS use the DEC Recommended practices building the capacity of families.	