



What a Relief!

How Montana is building a ready-to-go substitute network to support educators

Virginia Marsh & Jacklynn Liles | September 24, 2025

Presentation Objectives

- Learn about the current status of Montana's substitute pool.
- Explore successful models from other communities across the U.S.
- Help shape the future of Montana's substitute network.





Early Learning Ventures

Dedicated to expanding access to high-quality care and education for all children across the nation by making it possible to operate successful, child care businesses.

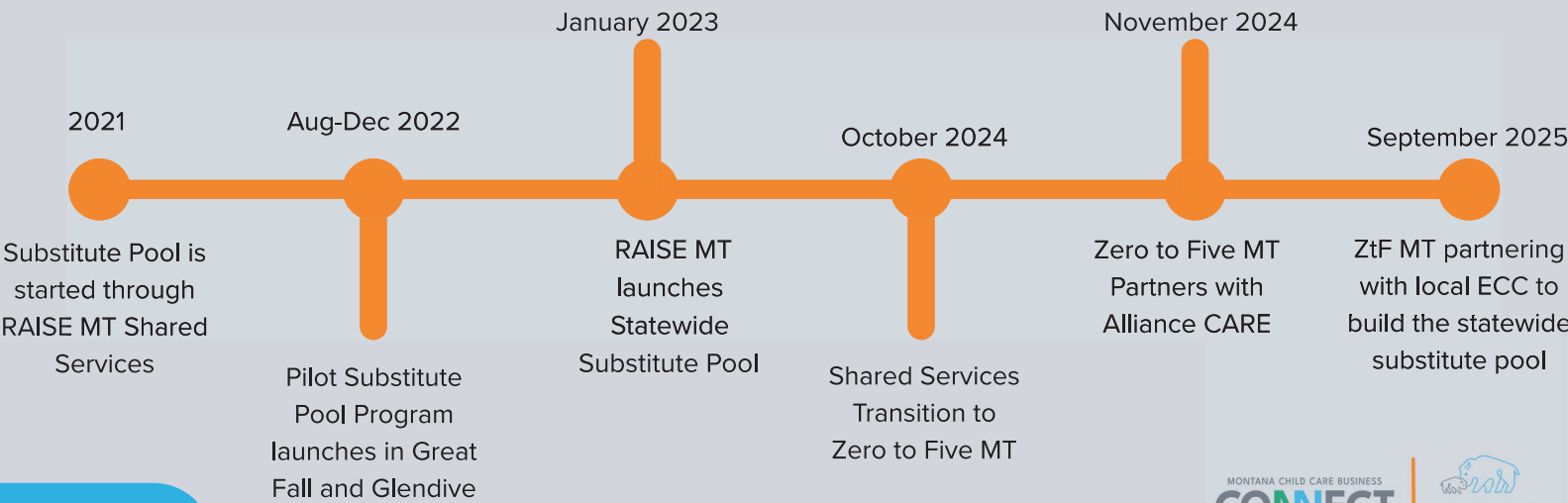
- A true nonprofit partner
- Shared services approach
- Technology suite that saves businesses time and reduces administrative burdens
- Ensures licensing compliance
- Experienced one-on-one support from industry experts



STRONGER
Together



Montana Sub Pool Timeline



Trust

Inconsistent
schedules

Rural/Urban
Areas

Challenges

Awareness

Payroll
process

No workforce

MONTANA CHILD CARE BUSINESS
CONNECT



Let's Get Together

Early Childhood Coalition/Organizations Responsibilities:

- Recruitment - advertising for substitute position
- Interviewing and Reference Checks - Interviewing applicants and checking references

Zero to Five Substitute Solutions Responsibility:

- Fingerprinting/Background Checks
- Orientation Classes
- Practitioner Registry

* Early Childhood Coalition/Organization sponsor a substitute (paying for CPR/First Aid) ECC will receive a discount to access Alliance CARE

MONTANA CHILD CARE BUSINESS
CONNECT


ZEROTOFIVE
MONTANA



Benefits



Teacher Reduces Burnout & Increases Retention



Access to qualified, trained, and ready substitutes



Reduced administrative burden



Operational Continuity & Improved Quality Care

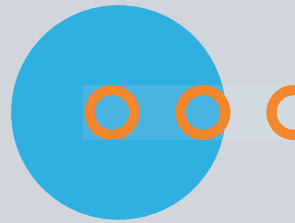


National Examples

There is no “One Size Fits All” model

- Statewide
- Local Community Organizations
- Shared Services Models
- For Profit Businesses

- Colorado’s Substitute Workforce Program





Colorado Substitute Pool

- Hybrid Approach (For Profit/State Funding)
- State Initiative
- Shared Services Approach
- Focus on scaling access, especially into rural areas
- Increase accessibility to family and small providers
- Reduce admin burden with development of Alliance CARE




ALLIANCE CARE



REQUESTS & PLACEMENTS

Open Pending Filled Completed Cancelled Expired Cannot Fill

Mar 2025 - Apr 2025 - Today Month Week Day

S	M	T	W	T	F
23	24	25	26 ABC123 (ECE Teacher in	27 ABC123 (ECE Teacher in	28 ABC123 (ECE Teacher in
30	31 ABC123 (ECE Teacher in School Nick Jonas (ABC123 in 1) Meg Ryan (ABC123 in a)	1 Meg Ryan (ABC123 in a)	2 ABC123 (ECE Teacher in Floater)	3 ABC123 (ECE Teacher in Floater)	4 ABC123 (ECE Teacher in Floater)

← **PLACEMENT REQUEST** 

 Placement Request 

Role/Position to fill *

Select Position

Position Start Date * ×

Position End Date (if different) ×

Starting Time daily * ×

Ending Time daily * ×

Substitute Request Reason *

-- Select a Reason for needing a substitute --

Working with age group *

-- Select an Age Group --

Classroom *

0/50



World Cafe Discussion



Questions & Concerns



What would a sub pool look like in your community?



Brainstorm Recruiting Substitutes



Possible funding/sponsor options



Thank You

