***Maryland Pyramid Model State Leadership Team Meeting***

*Date* Tuesday, August 2, 2022 | *Time* 11:30 AM – 1:00 PM | *Location* Zoom Meeting

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| ***The Vision*** of the Maryland Pyramid Model State Leadership Team (SLT) is for families in partnership with the early childhood workforce to have the ability to equitably nurture and support infants' and young children's social emotional development and well-being within their diverse family cultures and communities to foster lifelong success. This can be accomplished through integration of the Pyramid Model with other related promotion, prevention, intervention, and treatment efforts in the state. ***The Mission*** of the Maryland Pyramid Model State Leadership Team (SLT) is to develop, evaluate and sustain a statewide collaborative effort, guided by national models, that supports the local implementation of the Pyramid Model framework. This work is rooted in fidelity within a variety of early childhood programs and settings across communities within the state. We are committed to actualizing this work with deep intentionality around addressing equity and the needs of BIPOC students, educators, families and communities as referenced in our Equity Statement.***Equity Statement for the Maryland Pyramid Model State Leadership Team (SLT)*** In recognition of the historical, systemic and current racial inequities that exist throughout all levels and layers of our society, we acknowledge that our youngest citizens are too often exposed and harmed. We know this delivers a lasting impact on their social and academic trajectories, the most detrimental of which are higher rates of suspension and expulsion among young black, indigenous, and people of color (BIPOC) before they enter kindergarten, which begins the preschool to prison pipeline. We believe that practices that promote social and emotional awareness and skills in both children and adults, like the Pyramid Model, can serve to significantly correct and address these realities. Recognizing this, the Maryland Pyramid Model SLT commits to implementing the Pyramid Model through a culturally responsive and anti-racist lens. In an effort to move this work forward, we are currently focusing on the following action items, and articulate them here to hold ourselves accountable: * Implementation of a subcommittee dedicated to elevating equity that meets regularly and supports activities of the full SLT, with specific review of goals and accomplishments during the annual review of the Benchmark of Quality (BOQ).
* Ongoing review and adaptation of training and coaching curriculum to increase the equity lens within Maryland Pyramid Model efforts.
* Adding diversity, equity and inclusion measures into the BOQ fidelity items.
* Ongoing intention of adding and elevating the voices and perspectives of BIPOC partners involved in Pyramid Model efforts across the state.

**Attendance:** Jenny Afkinich, *UMB SSW*; Don Corbin, *MSDE*; Kelly Hutter, *Promise Resource Center*; Helma Irving, *Montgomery County Infants & Toddlers Program*; Angelique Kane, *UMB SSW*; Deborah Langer, *MSDE*; Sheila Maness, *Prince George’s County Child Resource Center*; Mary Manning-Falzarano, *Montgomery County Infants & Toddlers Program*; Kristen Paul, *Parent’s Place of Maryland*; Melissa Romano, Harford County Public Schools; Lisa Shanty, MSDE & IDEALS; Cristina Smith, *Anne Arundel Community College*; Kate Sweeney, *UMB SSW* |
| **The meeting was initiated, and members present were invited to sign in within the chat and share about their program’s PM activities.** **The Minutes were reviewed and ratified from the July 2022 meeting.****Administrative BoQ Items for 2022**Upcoming Subcommittee Meetings dates and times were review and members were again invited that if they *are interested in joining any of these meetings, please contact* *akane@ssw.umaryland.edu* *and she will align you with the appropriate PIEC team member who can share the calendar invitation for the meeting*:* Elevating Equity (1st Mondays @ 3 PM):
	+ Monday, August 15th, 3 – 4 PM
	+ Monday, September 12th, 3 – 4 PM
* Professional Development (1st Wednesdays @ 1 PM): Wednesday, August 3rd, 1 – 2 PM
* Fidelity & Evaluation​ (2nd Thursdays @ 11 AM): Thursday, August 18th, 11 AM – 12 PM​
* Implementation & Demonstration Site​ (4th Mondays @ 2 PM): Monday, August 22nd, 2 – 3 PM
* Family Engagement (4th Thursdays @ 1 PM)​: Thursday, August 25th, 1 – 2 PM
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| **Announcements**  NCPMI Resources were shared including a newly issued [Leadership team action plan](https://challengingbehavior.cbcs.usf.edu/docs/LeadershipTeam_ImplementationPlan_Form.pdf)​[New Spanish Resources.](https://challengingbehavior.cbcs.usf.edu/resources/index.html) Maryland Pyramid Model resources that were shared included an opportunity to attend the upcoming “[Setting Your Classroom Up for Success – Back to School Webinar”](https://theinstitute.myabsorb.com/?KeyName=Set_Up_Your_Classroom_for_Success_8.24.22)**2022 Elevating Equity Retreat Debrief**Discussion was held to debrief on the July Equity retreat for the SLT. Several SLT members expressed an interest to build affluency in White Supremacy Culture. Discussions included strategies to facilitate intentional conversations to explore additional characteristics over an extended period of time. Notable comments from the evaluation were reviewed with the SLT and are included below.* What stood out to you the most?
	+ "The need to take a close look at how our current systems operate and ways we can make certain that equity is infused in these systems."
	+ "I loved the information, discussion, and shared processing opportunities that focused on white supremacy culture and the example we used on paternalism. We know white privilege is pervasive in society and dissecting to see how policies and procedures have developed in such a way to continue it is important to its antidote/undoing."
	+ "Intent vs. Impact"
	+ "The statistics of inequality. I haven't heard them before."
	+ "The discussion around Paternalism and how it relates to SLT."
* Did something come up for you during today's retreat that piqued your interest enough to further explore?
	+ "Interest in how coaches are selected to support Maryland Pyramid Model in programs."
	+ "I hadn't heard of paternalism, so I'll be using the site that was shared to continue my research."
	+ "paternalism"
	+ "Maybe statistics for current served area."
	+ "The Characteristics of White Supremacy and the suggestion to carry the topic into SLT Meetings"
* What is one action plan you plan to take with the information you've learned today?
	+ "Look more closely at what I can do to support equitable practices."​
	+ "I will be considering my role as a white person in my organization- looking at who is impacted by decisions made and how to elevate their voices and make those affected a part of the decision-making process."​
	+ "looking further into paternalism"​
	+ "To research equity or lack thereof in current area to be able to share, speak up... as necessary."

By way of follow up to the retreat and the themes discussed, Kate presented two proposals to adjust the SLT structure, detailed below. Discussions were initiated and it was agreed to continue this at the September SLT meeting. Based on feedback from the 2022 Elevating Equity Retreat, the proposed updates include:* Term Limits
	+ NCPMI advises for a relatively small executive SLT membership, while also engaging the various categories of roles listed in the BOQ
	+ We created the subcommittee structure last year in an effort to have working meetings that elevated members expertise in alignment with the BOQ
	+ At the retreat the idea was shared to have term limits (ex. 2 years on, 2 off), but engagement on the subcommittees could be constant.
	+ This would allow for variation of access to the executive SLT membership.
* Chair and Vice-Chair Positions
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* Considerations:
	+ How would member organization and representation be factored in?
	+ What does this require logistically for members and facilitation?

**Evaluation Report**[**SLT Annual Work Plan Review**](https://umbcits.sharepoint.com/%3Ax%3A/s/PIECSEFELPyramidModel/EVaT1NmzcF1Br9JB_eQ6iZgB2T6gLiHIqVougjXgPVBg5A?e=m2E18H)The SLT reviewed the current workplan for 2022, which includes the following priorities:* *BoQ Item #14 – The SLT action plan includes strategies for institutionalizing and embedding EBPs into state infrastructures such as Quality Rating Systems and Early Learning Guidelines, etc. [Sustainability planning & Scale-up Stage]*
	+ Meetings with partners will resume to continue exploring this process.
* *BoQ Item #30 – The SLT develops and employs mechanisms for communicating with families about the initiative. [Every Stage]*
	+ The Family Engagement subcommittee is reviewing resources from NCPMI to learn if there are materials that inform families about the Pyramid Model and how to have those conversations with families. Next steps include creating a series of informational handouts or guidebook for families.
* *BoQ Item #32 – The SLT develops readiness criteria, recruitment and selection procedures, and MOUs for programs participating in the initiative as Implementation Programs/Sites. Implementation Programs/Sites have a Program Leadership Team and at least one Practitioner coach [Initial Implementation Stage]*
	+ The Implementation & Demonstration Site subcommittee is working on a guidance document to assist with navigating this process.
* *BoQ Item #38 – The SLT develops statewide EBPs training capacity that includes providing ongoing training and support for Program Coaches who, in turn, train and support community and program staff and Leadership Teams. [Implementation Stage]*
	+ The process to recruit a pool of Program Coaches is underway. Meetings have occurred with members of the New Jersey Pyramid Model to gain advice and learn about their recruitment initiatives to inform this process.

**SLT Member Updates** * Montgomery County Infant & Toddlers Program is starting to explore different social-emotional evaluation and assessment tools. Additionally, a few team members have adopted a new habit of practicing mindfulness before meetings.
* Prince George's Child Resource Center is starting Pyramid Model training for approximately 25 early care and education providers this week. The training will be held for 2 nights for the next 3 weeks.
* TEACH Institute has upcoming Professional Development sessions with Parks and Rec in a couple of weeks. Parenting and two generational approach workshops are coming up in October with Anne Arundel County Public Schools.
* The Parents' Place of Maryland has increased their social media and website content on mental health, social emotional development, and self-care.

**The Evaluation form shared with members to complete before signing off to give feedback on the meeting.****Adjourned** |
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**Next Meeting (Quarterly):** Tuesday, September 13, 2022, 11 AM – 1 PM, Zoom