

Maryland Pyramid Model State Leadership Team Meeting

Date Tuesday, December 6, 2022 | *Time* 10:00 AM – 3:00 PM | *Location* Anne Arundel Community College

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 the 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 (Black, Indigenous, and People of Color) 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: Cynthia Bouchard, *Howard County Public Schools*; Margo Candelaria, *UMB SSW*; Mary Rose Catena, *Montgomery County Public Schools*; Don Corbin, *MSDE*; Ashley Fehringer, *UMB SSW*; Meredith Holmes, *Anne Arundel County Public Schools*; Kelly Hutter, *Promise Resource Center*; Deborah Langer, *MSDE*; Sheila Maness, *Prince George's County Child Resource Center*; Mary Manning-Falzarano, *Montgomery County Infants & Toddlers Program*; Lydia Nunn, *Prince George's County Public Schools*; Kym Nwosu, *Howard County Public Schools*; Carole Parker, *TEACH Institute*; Kristen Paul, *Parent's Place of Maryland*; Candace Place, *Anne Arundel Community College*; Melissa Romano, *Harford County Public Schools*; Lisa Shanty, *MSDE & IDEALS*; Erin Simmons, *MSDE*; Cristina Smith, *Anne Arundel Community College*; Kate Sweeney, *UMB SSW*; Nyrobi Tyson, *UMB SSW*; Rachel Vannatta, *UMB SSW*; D'Lisa Worthy, *Behavioral Health Administration*

The meeting was initiated.

SLT members were invited to reflect on the "[A Look Back](#)" video, celebrating the 2022 Pyramid Model activities of the SLT member agencies, guided through a Mindful Moment, and prompted to set a personal goal for themselves during the retreat.

A Land Acknowledgement was presented for the location of the Anne Arundel Community College.

Inspired by an [article](#) by the National Equity Project, SLT members were encouraged to answer prompts as a group.

1. What is your relationship to the land and how are you nurturing this relationship?
2. What ways are you tending to relationships with Indigenous people in your life and in your community?
3. When you envision the future, do you imagine Indigenous people being there?

SLT members signed their annual Membership Pledge.

Signed pledges should be sent to akane@ssw.umaryland.edu.

The November 2022 Minutes were reviewed and ratified with revision.

Announcements & New Resources

1. NCPMI Updates
 - a. [NCPMI Products Survey](#)
 - b. New Resources
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- i. [New Pyramid Model Visual](#)
 - ii. [Things That Will Help Me Stay Calm](#)
 - iii. [Response Strategies when Families Share Hard Things](#)
2. MD Pyramid Model
 - a. Webinar Watch: [Engaging Stakeholders in SWPBIS Framework](#)
 - b. The [SLT Bylaws](#) will be reviewed during the January 2023 meeting.

Elevating Equity Subcommittee Report

SLT members were guided through a Mentimeter activity to consider the costs of White Supremacy Culture.

Characteristics of White Supremacy Culture



Okun, Tema. White Supremacy Culture Characteristics. 2021. Retrieved from: <https://www.whitesupremacyculture.info/characteristics.html>

What is the cost of white supremacy culture characteristics on our review of the BOQ/ SLT activities moving forward?



A few of the discussion points surrounding the impact of working within White Supremacy Culture included:

- Fear of saying the wrong thing when discussing content
- Embracing discomfort and learning new ideology
- Processing emotions that may come up during discussions based on personal experiences
- Reduced quality in outputs
- Prohibits the natural progression of goal achievement
- Limits diversity of thought and demographics

A few of the discussion points surrounding antidotes to challenge White Supremacy Culture included:

- Thinking strategically about the “consequences” of operating outside of a structured environment

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- Being intentional about collecting quantitative and qualitative data
 - Allowing programs to set their own action plans for how to implement the Pyramid Model
 - Keeping an open mind to make sure harmful practices are changed or expanded
 - Accepting that all progress is not linear

Maryland Pyramid Model SLT Structure

The SLT voted to move forward to adjust the SLT structure by adding a Chair and Vice Chair position to offer rotating leadership of our SLT (with ongoing concrete and logistical support from the PIEC team).

Delineation of the Chair, Vice Chair, and PIEC Team

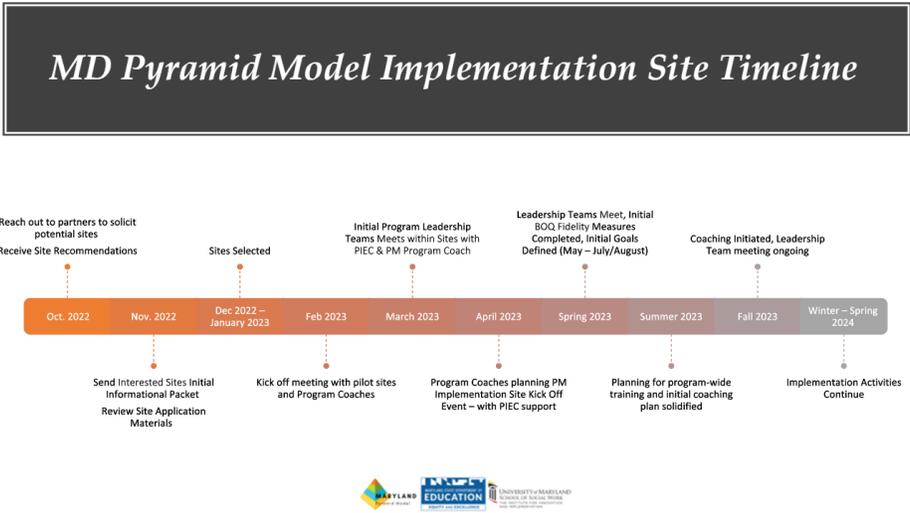
1. Chair
 - a. Leads annual BOQ Retreat (December annually)
 - b. Facilitates discussion around BOQ priorities and work plan
 - c. With PIEC support, approves monthly SLT agenda (to advance work plan) and facilitates monthly meetings
 - d. Drafts the SLT section of the MD PM Annual Report
2. Vice Chair
 - a. Supports above activities when Chair is absent
 - b. Steps into Chair role if Chair's term is cut short for some reason (job change, etc.)
 - c. Steps into Chair role after 2 year term, offering continuity in SLT Leadership
3. PIEC Team (Administrative Support)
 - a. Agenda Setting (Can vary, based on Chair's preference, from drafting agenda items discussed over email with Chair to sending Chair agenda for their review and approval. PIEC will also draft the Annual Work Plan and manage updates throughout the year)
 - b. Co-facilitate Meetings (Chair and or Vice Chair can select the sections of the meeting agenda they would like to lead, and PIEC can facilitate remaining agenda items)
 - c. Logistics (Meeting space {if in person} as well as virtual hosting, emails to remind members of times, track attendance and lists of membership for Executive Committee and all Subcommittees)
 - d. Follow Up (Drafting and disseminating meeting minutes and any follow up tasks)
 - e. Subcommittees (PIEC will maintain roles to staff, lead and document subcommittees along with each designated chair)

Although a timeline was outlined to implement the Chair and Vice-Chair positions, SLT members unanimously agreed that immediate implementation should be avoided. Members suggested the SLT consider a rotating chair model, where chairs of the subcommittees alternate leading the monthly SLT meeting. Discussion around an alternating leadership model will continue in future meetings.

Updates on statewide Pyramid Model initiatives were shared.

1. The Professional Development subcommittee has been working on infusing the equity curriculum into the Pyramid Model training content and materials. The preschool classroom training has been the focus. Module 1 has been shared for feedback. Updates are being made to Module 2 with a tentative plan to have a draft completed before the end of the 2022 calendar year. The subcommittee will begin working on Module 3 in January 2023. Plans are being developed to have a cohort of trainers to pilot the material and provide additional feedback based on their experience.
2. The Pyramid Model Training of Trainers will be planned for late Spring 2023.
3. A timeline through Spring 2024 was shared to outline the progress of launching of the Maryland PM Implementation Site Pilot. Approximately 15 sites have completed the application for selection. The Implementation & Demonstration Site Subcommittee will begin reviewing applications shortly. SLT members who are interested in joining the review of site applications should click here to complete the [2023](#)

[SLT Subcommittee Sign Up Form](#). There is a pool of 10 Program Coaches who began meeting in November 2022 to prepare for the launch.



SLT members reviewed the history of the Pyramid Model in Maryland.



The [Inaugural Pyramid Model Annual Report](#) was reviewed and ratified.

SLT members split into Breakout Rooms to discuss plans for dissemination. Several agencies were specified for receipt. Members were encouraged to disseminate the report widely and report when and where the report was shared by entering tracking information on this [form](#).

SLT members conducted the [BoQ Review & Scoring](#).

SLT Member Appreciation

A QR code for a Padlet activity was shared to allow SLT members to show appreciation for each other's efforts as it relates to the SLT. All comments posted on the electronic board can be viewed [here](#).

SLT members completed the [2023 SLT subcommittee Sign Up Form](#).

SLT members completed the [BoQ Review & Scoring](#).

The Evaluation form shared with members to complete before signing off to give feedback on the meeting.
Adjourned

Next Meeting: Tuesday, January 10, 2022, 11:30 AM – 1:00 PM via Zoom Link.