Quarterly Maryland Pyramid Model State Leadership Team Meeting

Date Tuesday, April 18, 2023 | *Time* 11:30 AM – 1 PM | *Location* Zoom

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: Cindy Bouchard**,** *Howard County Public Schools*; Margo Candelaria, *UMB SSW;* Mary Rose Catena, *Montgomery County Public Schools*; Elizabeth Chambers, *UMB SSW;* Don Corbin, *MSDE*; Martha Hartlaub, *UMB SSW*; Meredith Holmes, *Anne Arundel County Public Schools*; Deborah Langer, *MSDE*; Mary Manning-Falzarano, *Montgomery County Infant & Toddlers Program*; Kristen Paul, *Parent's Place of Maryland;* Candace Place, *Anne Arundel Community College*; Melissa Romano, *Harford County Public Schools*; Lisa Shanty, *MSDE & IDEALS*; Anna Simulis, *Worcester County Public Schools*; Kate Sweeney, *UMB SSW;* Nyrobi Tyson, *UMB SSW;* Rachel Vannatta, *UMB SSW;* Ayanna Vedor-McNeil, *UMB SSW*; D'Lisa Worthy, *Behavioral Health Administration*

- **New SLT attendees were welcomed:**
    - Anna Simulis – *Worcester County Public Schools*
- **The meeting was initiated, and members present were invited to sign in within the chat.**

➢ **<u>Administrative BOQ Items</u>**

- The Vison, Mission, and Equity Statements were read and reviewed.
- The March 2023 Meeting Minutes were reviewed and ratified.

Upcoming Subcommittee Meetings

- Elevating Equity (4th Thursday @11 AM): Thursday, April 27, 11:00 - 12:00 PM
- Professional Development (1st Wednesdays @ 1 PM): Wednesday, May 3, 1:00 - 2:00 PM
- Fidelity & Evaluation (2nd Mondays @ 9 AM): Monday, May 8, 9:00-10:00 AM
- Family Engagement (4th Thursdays @ 1 PM): Thursday, April 27, 1:00 - 2:00 PM
- Implementation & Demonstration Site (4th Mondays @ 2 PM): Monday, April 24, 2:00 - 3:00

- Reminder to send completed 2023 Membership Pledge & Commitment Letters to martha.hartlaub@ssw.umaryland.edu.

➢ **Announcements & New Resources**

1. National

a. NCPMI Resources were shared
   - SLT Guidance for Preventing Suspension and Expulsion
   - New Preschool Modules (1-6)
   - Classroom Coaching Log- 1 coach, multiple coachees
   - Updated Hot Buttons Activity
   - Upcoming webinar (5/3): Coaching is Crucial: Supporting Teams with Individualized Behavior Support Plans

2. Maryland

a. Implementation Sites Update
   - Staff Buy-in Surveys are being completed and reviewed. MOUs are being signed by sites and coaches.
   - Public announcements regarding sites are forthcoming, as well as introductions of site coaches on social media platforms.
   - Site Coaches are continuing to develop skills by participating in the monthly Community of Practice (COP), led by the PIEC team.
   - SLT members are encouraged to add expertise to the Implementation Site program and process.

b. Pyramid Model Implementation Data System (PIDS)
   - Excited to be able to collect child-level data.
   - Continuing to move through the process of purchasing the system.
   - UMB/PIEC leading work with NCPMI to develop an Early Childhood Mental Health arm of current PIDS system.
   - Potentially 20 states to be using the system by 2024.
   - PIDS is still working through a timeframe for adding early intervention data collection, so PIEC to work on compendium in the interim.

c. MHAMD- Mental Health Awareness Campaign
   - Theme is *Light up Green*, May 1-7. Flyer was shared.
   - SLT members are asked to let the PIEC team know if any of their teams are participating in this effort so work can be highlighted during that week on social media.

➢ **Elevating Equity Subcommittee Report**

- An overview of the March meeting was shared. The topic of Quantity over Quality was sent out ahead of the meeting for reflection and preparation. Major discussion themes included:
  - **Data Collection & Measures**: What systems are in place? Is data objective vs. subjective? Are we counting the right things?
  - **Cost & Benefit Analysis**: What impacts are being made? All costs aren't financial (Ex: morale, credibility, relationships, resources, etc.)
  - **Participation**: Expanding benchmarks of success. Diversifying the voices in every process
  - The topic discussion will continue at the next meeting on April 27.

- **Highlighting PM Work in the State**
  - Melissa Romano shared information about the Pyramid Model work she is a part of in Harford County.
    - PM Implemented Countywide in all Pre-K Classrooms and in regional Learning Together preschools.
    - 9 PM Coaches (includes 5 teacher specialists, 1 school psychologist, 3 Judy Center Coordinators) & 2 Leadership Teams: 1 newly started for I&T, and 1 for Preschool.
    - Dept. of Early Childhood & Dept. of Special Education work collaboratively to implement the PM through training & coaching.
    - Classrooms supported with Calming Corners, SEL books, and access to TeachTown social skills program.
    - Partnership with Head Start began this year – will collaborate with HCPS on training & supports for their designated coaches.
    - Embedded Coaching Model – Post Covid, leadership developing framework for implementing the TPOT as part of the coaching process.
    - Based on information gathered at the recent NTI conference, will be exploring different coaching models. The embedded coaching model is not sustainable. County is also looking at new data collection tools.
  - Anna Simulis shared about the work in Worcester County.
    - The county was able to amend a grant so they could provide a Book Nook box for all Pre-K and K classrooms, that includes lesson plans.
    - They are trying out the Swivel app to record and assess challenging behavior.
    - There is consideration of using tablets paired with zoom to assist with facilitating services.
  - Mary Manning-Falzarano shared about the work in Montgomery County.
    - They are working on practice-based coaching.

- **New NCPMI Modules**
  - In Maryland, the approved COK courses are still the Maryland I&T and Preschool Classroom Modules – this does not yet include the new NCPMI Modules, which are significantly longer.
  - The PIEC team is working on integrating NCPMI's new slides with the current curriculum update that we are close to finishing (elevating equity and considerations for children with special needs) and will then support a robust roll out within the state.
  - Themes: Modularized and can be delivered via theme and not "all day Tiers" - New activities – New Videos.

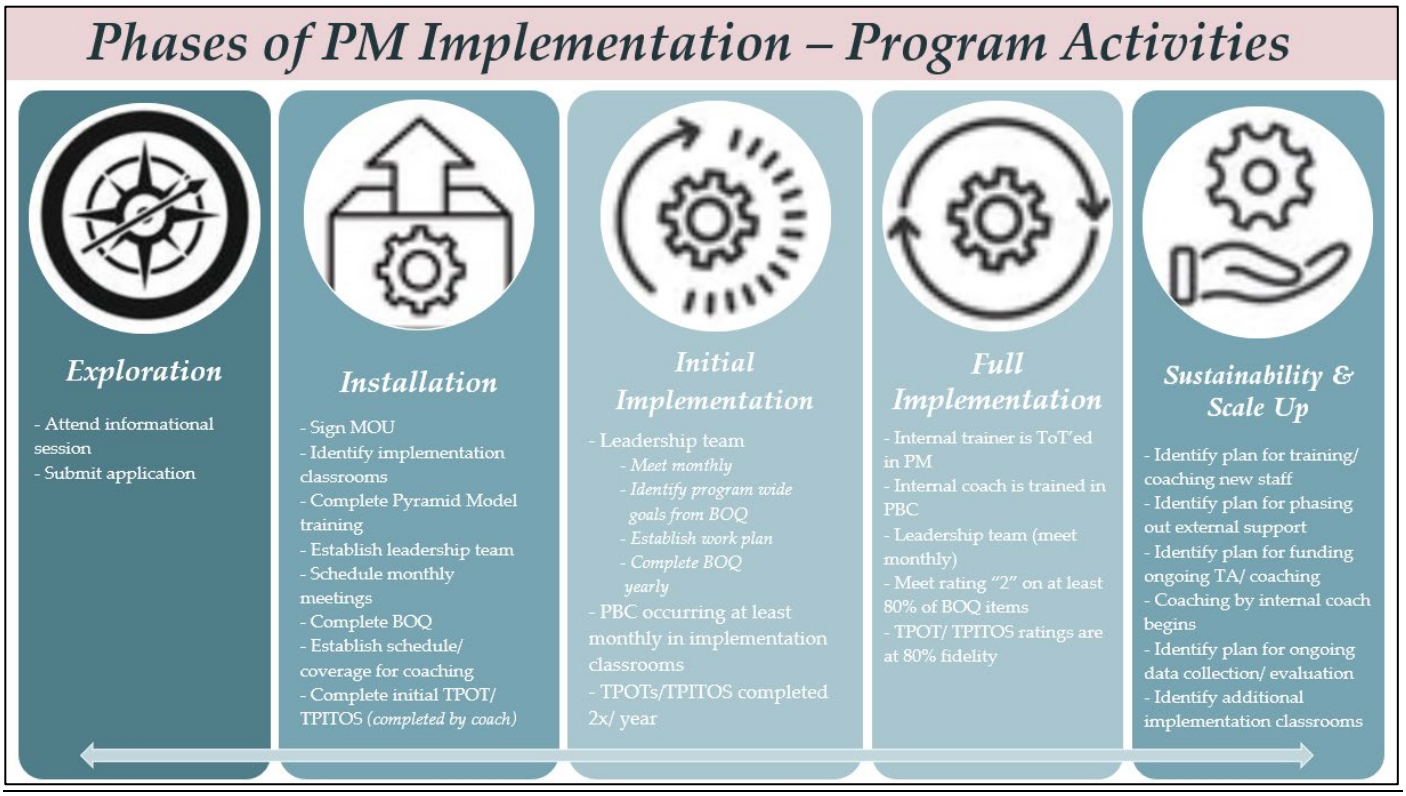
- **TOT Timeline Update**
  - June–July: Finish Initial Curriculum Updates (including initial review process)
  - July–August: Train Program Coaches on new modules
  - August – September: Pilot curriculum with PM Implementation Sites
  - October – November: Incorporate feedback from pilot trainings. TOT for new trainers and recertification for existing trainers.
  - Ongoing: Re-engaging in Quarterly PM Trainers Meetings. Office Hours to Support Trainers with new activities and SEL as it arises in any training content.
- **Maryland Pyramid Model and Consultation Conference**
  - Initial planning continues to take place for the Spring 2024 conference. Call to action for SLT members - Survey link was shared to collect ideas for a variety of topics including venue, themes, and targeted attendees. https://forms.office.com/r/mEWEPVkzHz.

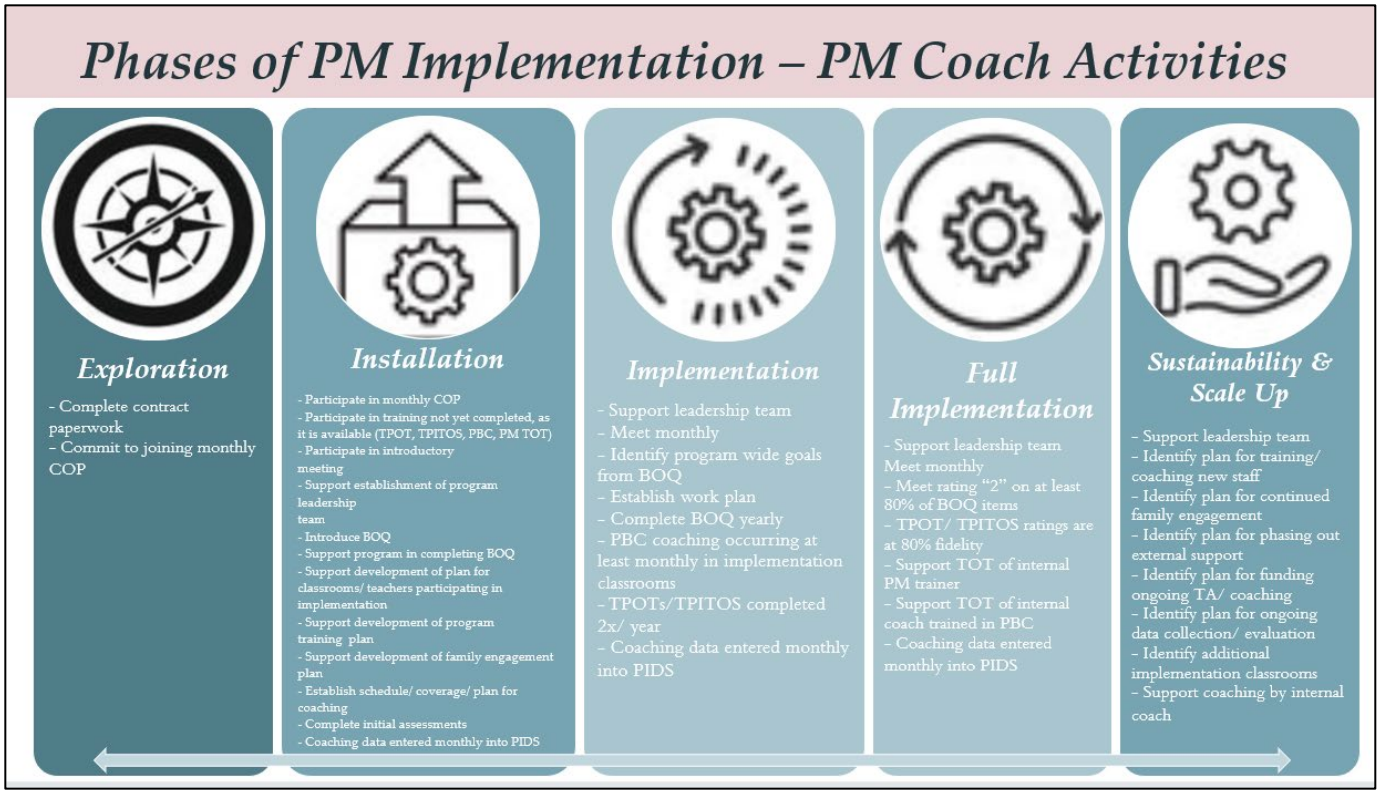
- **NTI Conference Reflections**
  - Play to Win Session: Emphasized importance of play to work through trauma, including using repetition and rhythm.

- Basic PM Session: Similarities to working with young children courses in ECE pre-service teaching programs. The challenges with implementing PM into early interventions could be correlated to early interventionist practitioners lacking a child development component in their programs.
- Data Sharing Session: Important to include families in data efforts and to share data, regardless of outcomes.
- Data Informed Decision-Making Session: Emphasized importance of efforts and effects and that effects could be different for children than on families.
- Rosemary Allen Session: One exercise was to look up an ECE educational program in your state and review for any equity training involved, as well as when child development is taught in the program. Another topic explored was suspension/expulsion policies. We need to think about what resources are available to support programs.
- Pyramid Model in Family Child Care Homes Session: Hard to adapt and do one on one coaching in this setting. One program was highlighted that does group coaching, talks through their BOQ items, and supports each other.
- Nebraska's State Leadership Team Structure Session: They have Partners that meet quarterly, Goal Groups to achieve initiatives, and have facilitated a community-wide implementation site that included a paid liaison to be the messenger. State Leadership was able to lower the educational requirements for coaches to allow for a broader range of candidates.

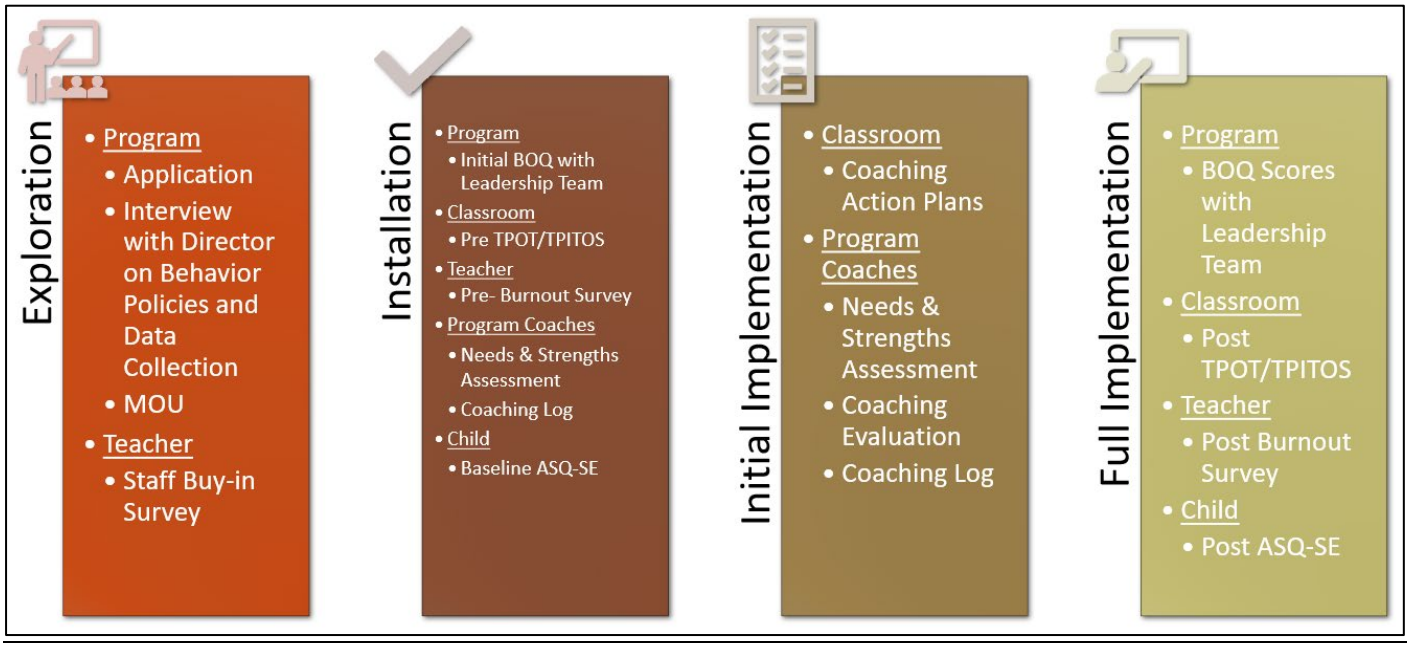
➢ **<u>Review of Phases of PM Implementation for Program Activities & Coaches</u>**

- Exploration, Installation, Initial Implementation, Full Implementation, Sustainability & Scale Up





- **Review of Evaluation Plan for Pilot Pyramid Model Implementation Sites:**
  - Exploration, Installation, Initial Implementation, Full Implementation



- **Meeting Survey Shared**: https://umaryland.az1.qualtrics.com/jfe/form/SV_cSeoqN1MJZrBzW5/
- **Meeting Adjourned**
- **Next Meeting**: Tuesday, May 2, 2023, 11:30 AM – 1 PM