

Quarterly Maryland Pyramid Model State Leadership Team Meeting

Date Tuesday, March 7, 2023 | *Time* 11:00 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*; Angela Brewer, *Judy Center Learning Hub at RME*; Margo Candelaria, *UMB SSW*; Elizabeth Chambers, *UMB SSW*; Ashley Ferhringer, *UMB SSW*; Martha Hartlaub, *UMB SSW*; Meredith Holmes, *Anne Arundel County Public Schools*; Megan Jefferson, *Judy Center - Anne Arundel County Public Schools*; Angelique Kane, *UMB SSW*; Deborah Langer, *MSDE*; Sheila Maness, *Prince George's County Child Resource Center*; Meylin Mejia Cardenas, *Montgomery College*; Kristen Paul, *Parent's Place of Maryland*; Kym Nwosu, *Howard County Public Schools*; Lisa Shanty, *MSDE & IDEALS*; Kate Sweeney, *UMB SSW*; Nyrobi Tyson, *UMB SSW*; Rachel Vannatta, *UMB SSW*; Ayanna Vedor-McNeil, *UMB SSW*; D'Lisa Worthy, *Behavioral Health Administration*; Julie Rose Wynne, *Judy Center – Georgetown East Elementary School*

- **New SLT attendees were welcomed:**
 - Julie Rose Wynne, *Judy Center – Georgetown East Elementary School*
 - Megan Jefferson, *Judy Center - Anne Arundel County Public Schools*
- **New PIEC Team Member, Ayanna Vedor-McNeil, was introduced. Ayanna is the new PIEC Team Senior Training Specialist. She can be reached at ayanna.vedor-mcneil@ssw.umaryland.edu.**
- **The meeting was initiated, and members present were invited to sign in within the chat.**

➤ **Administrative BOO Items**

- The Vision, Mission, and Equity Statements were read and reviewed.
- The February 2023 Meeting Minutes were reviewed and ratified.

Upcoming Subcommittee Meetings

- Elevating Equity (4th Thursday @ 11 AM): Thursday, March 23, 11:00 - 12:00 PM
- Professional Development (1st Wednesdays @ 1 PM): Wednesday, April 5, 1:00 - 2:00 PM
- Fidelity & Evaluation (2nd Mondays @ 9 AM): Monday, March 13, 9:00-10:00 AM
- Family Engagement (4th Thursdays @ 1 PM): Thursday, March 23, 1:00 - 2:00 PM
- Implementation & Demonstration Site (4th Mondays @ 2 PM): Monday, March 27, 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
 - [Infant-Toddler Modules \(1-8\)](#)
 - [Pyramid Model Practices for Family Childcare](#)
 - Webinar Watch: [A Conversation about Integrating Trauma Informed Care in the Functional Behavior Assessment and Behavior Support Plan Process](#)

2. Maryland

- a. Implementation Sites Update
 - 5 Final sites were notified of selection and have agreed to participate. The process of MOUS being signed has begun. There are talks with a sixth site that would be supported in the Western part of the state, with an effort to keep the pilot group small enough to dedicate enough support for full implementation, while also representing a range of diversity considerations.
 - Public announcement is forthcoming, as well as introductions of site coaches on social media platforms.
- b. Pyramid Model Implementation Data System (PIDS)
 - In the process of purchasing for use with managing implementation site data, and more.
 - Maryland will be one of 13 states to use the system.
 - UMB/PIEC leading work with NCPMI to develop an Early Childhood Mental Health arm of current PIDS system.
- c. NTI Maryland Get Together
 - Will send out a call for coordinating a Maryland gathering at the NTI Conference in April.
- d. Sharing the Annual Report
 - Members were prompted again to please continue to share the report with any groups that would benefit from it.
 - Complete the link for details of where the report was shared: [Annual Report Sharing Survey](#)
 - 2022 Annual Report is in the works. Please share ideas about what should be included in the report, especially around highlighting PM work in the state.

➤ **Highlighting PM Work in the State**

- D'Lisa Worthy shared information about the course she teaches at UMD in College Park.
 - Course name: Promoting the Social Competence of Young Children in the Inclusive Classroom.
 - 25 Undergraduate Pre-Service Teachers (course offered since 2016). Students are pursuing dual certification in ECE and Special Ed.
 - Students complete classroom assessment using the Inventory of Practice for Promoting Children's Social Emotional Competence.

- Students create and present Book Nooks.
- Students have a range for types of students they are serving. Class discussion is rich and dynamic around what teachers are doing in the field and what they are observing.
- Discussion was held around ideas to increase engagement with community colleges/pre-service teachers.
 - Taking inventory of what PM curriculum is being included and where.
 - Contact 2/4 year MD College Consortium to make connections to gather information.
 - Engagement to promote best practices and PM resources in coursework.
 - Social/Emotional learning needs to be embedded across ECE subjects, not just a standalone topic.
- Padlet Link was shared as a space for attendees to post PM work being done in the state, <https://padlet.com/ashleyfehringer/md-state-updates-b8w4dzms20twnw0x>
- Meredith Holmes shared that they were offering PSF trainings for Spanish speaking families. The translator is also interested in becoming trained.
- **Maryland Pyramid Model and Consultation Conference**
 - Initial planning is taking place for the March 2024 conference. Survey link was shared to collect ideas for a variety of topics including venue, themes, and targeted attendees. <https://forms.office.com/r/mEWEPVkHzHz>.
- **Draft SLT Workplan**
 - SLT Executive Committee Workplan draft was shared and reviewed. The focus was on indicator #26 regarding dissemination strategies and communication with stakeholders.
 - A timeline of activities was reviewed.
 - Marketing firm will assist with defining message, as PM work shows up in many different spaces.
 - Bi-directional messaging across stakeholders and increasing engagement, leading up to 2024 conference, are priorities.

BOQ Indicator	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan 2024	Feb 2024	March 2024
26. The SLT identifies and implements dissemination strategies to ensure that stakeholders are kept aware of activities and accomplishments (e.g., website, newsletter, conferences)		Discuss opportunities for deeper dissemination	Develop list of key stakeholder categories	PIEC team will bring to SLT meeting initial ideas of stakeholder groups/lists Develop strategies for reaching identified	Develop monitoring plan to track dissemination including the frequency of dissemination, who received it, etc. Begin dissemination to stakeholders		Develop a Plan for bidirectional communication to get feedback from programs on what they are doing	Gather feedback from programs		Include feedback in dissemination to stakeholders					Maryland State Conference

- **SLT Subcommittee Report Out**
 - **Elevating Equity Committee:**
 - Recruitment for new members
 - **Current Strategies**
 - Announcements at SLT meetings
 - Overview during SLT New Member Onboarding Sessions
 - **New Strategies**
 - Create a graphic to recruit members through PM social media accounts
 - New section in the PM Monthly Newsletter
 - Meeting Guidelines (adopted from The Color Brave Space Norms created by Equity Matters)
 - Put Relationships First
Work to build community and trust (with an awareness of power dynamics).

- **Keep Focused on Our Common Goal**
We care deeply about our community, especially those directly impacted by racism.
 - **Notice Power Dynamics in the Room**
Be aware of how you use your privilege: From taking up too much emotional and airtime space or disengaging.
 - **Create a Space for Multiple Truths & Norms**
Speak your truth and seek understanding of truths that differ from yours (with awareness of power dynamics).
 - **Lean into Discomfort by being Kind, Brave & Specific**
Remember relationships first and work to be explicit with your language about race, class, gender, immigration, etc.
- Process to review the Characteristics for White Supremacy Culture
 - Pre-Work will be sent for members to review ahead of the meeting.
 - Members will reflect on the characteristic and share examples of how it shows up in the SLT.
 - Members will work on antidotes to implement.
 - The next characteristic will be chosen at the end of subcommittee meeting.
- **SLT Fidelity & Evaluation Committee:**
 - #57 Submission of data required in MOUs.
 - #58 Support Programs, coaches, and communities on importance to data, data collection, and data evaluation for making data-driven decisions.
 - #59 Support programs with data management.
 - #60 Child-level data is used to determine need of program social and emotional support.
 - #62 IEP child data is collected and examined.
 - #63 Equity is examined in behavior incidence data.

Program Capacity and Context

- Interview with Program Administrations to understand behavior procedures and policies and data management.
- Data submission requirement in Program MOUs.

Data Driven Implementation

- Using PIDS for data management.
- Provide resources on how to use BIRS and collect behavior incidence data.
- Provide Coaches and Sites with periodic data reports.

Child Outcomes & Equity

- Will include IEP and other equity data in periodic reports to programs.
- PIDS: records number of children receiving Part C services within Implementation Sites.
- Collecting data on social-emotional screener pre/post.

- **SLT Family Engagement Committee:**

- #28 The SLT includes representation from family organizations. [Planning Stage]
- #29 The SLT makes training opportunities related to the EBPs available for families. [Every Stage]
- #30 The SLT develops and employs mechanisms for communicating with families about the initiative. [Every Stage]
- #31 The SLT develops mechanisms for family members to provide feedback at least annually on the quality of the EBPs experienced by their children. [Every Stage]

Progress

- Working with PPMD to support families to be paid to participate on SLT.
- Continuing work on a document to be ratified and published by the SLT to guide programs in the work of family engagement, outlining best practices.

- **SLT Implementation and Demonstration Sites Committee:**

- # 36: 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.

- #43: The SLT works with sites and communities to identify informal inappropriate discipline practices used and to support implementation sites' use of the Behavior Incident Report System (BIRS) for tracking. The SLT supports implementation site's use of the Equity Coaching Guide to address equity at the classroom and program level, and the BOQ Cultural Responsive Companion to address equity at the classroom and program level.
- #41: The composition of the Program-Wide Leadership Team in the sites is representative of the Program-Wide community. Family engagement as authentic partners on the Program-Wide Leadership Team is ensured.

Progress

- Rough draft of committee workplan was shared.
- In order to move work forward at this stage of the process, collaboration with other members/committees is needed, especially around evaluation and data.
- Plan to develop procedure and documentation guides for future use for program scale up.
- Take what has been learned from process so far and formalize steps for creation of an application guide.
- Update/create new Job Chart to clarify roles.
- Support sites on appropriate behavior policies.
- Share resources gathered at upcoming NTI conference.
- Collaborate with Family Engagement committee for authentic family engagement for sites.
- **SLT Professional Development Committee:**
 - #48: The SLT establishes a statewide network of professional development (PD) experts to build and sustain high-fidelity implementation to serve as Program Coaches and to support Practitioner Coaches. Demographic representation of Program Coaches is representative of the programs served. Barriers that undermine efforts to ensure coaches represent diverse populations are addressed.
 - #50: The SLT develops statewide PM training sequence that includes providing ongoing training and support for Program Coaches who, in turn, train and support community and program staff and Leadership Teams. Trainings are offered that support Program Coaches' capacity and competence to have crucial conversations around equity. Trainings are available either online or across the state to ensure access. Training materials are developed and delivered in the languages that are appropriate for providers and the communities they serve.

Progress

- Establish Program Coach pool for Implementation Sites, who will be able to serve as Program and Practitioner Coaches moving forward.
- Recruitment efforts will be established to ensure diverse coaching pool as coaching pool expands.
- Use PM TOT to identify opportunities for building coaching workforce throughout the state.
- Establish PM training sequence for Program Coaches: TOT, PBC, TPOT/ TPITOS, support of leadership teams, MAEC equity training.
- Establish ongoing support of trainers and coaches throughout the year (office hours/ lunch n learns/ etc.)
- Embed training opportunities within ongoing support noted above, starting with focus on equity training.

➤ **Meeting Survey Shared:** https://umaryland.az1.qualtrics.com/jfe/form/SV_cSeoqN1MJZrBzW5/

➤ **Meeting Adjourned**

➤ **Next Meeting:** Tuesday, April 18*, 2023, 11:30 AM – 1 PM (*Note: date changed to avoid conflict with school holidays and NTI conference.)