

Maryland SEFEL Pyramid Model State Leadership Team Annual Retreat

Date Tuesday, December 7, 2021 | *Time* 11:00 PM – 4:00 PM | *Location* Zoom Meeting

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.

The SLT held a day-long retreat to replace the monthly meeting with the goal of accomplishing the Annual BOQ review and ratification.

Attendance: Jenny Afkinich, *UMB SSW*; Troy Biermann, *Behavioral Health Administration*; Margo Candelaria, *UMB SSW*; Don Corbin, *MSDE*; Ashley Fehringer, *UMB SSW*; Tresa Hanna, *MSDE*; Meredith Holmes, *Parent's Place of Maryland*; Kelly Hutter, *Promise Resource Center*; Angelique Kane, *UMB SSW*; Cyndi La Marca Lessner, *MSDE*; Deborah Langer, *MSDE*; Sheila Maness, *Prince George's Child Resource Center*; Mary Manning-Falzarano, *Montgomery County Infant & Toddlers Program*; Lydia Nunn, *Prince George's County Public Schools*; Kym Nwosu, *Howard County Public Schools*; Kristen Paul, *Parent's Place of Maryland*; Candace Place, *Anne Arundel Community College*; Steve Rohde, *Maryland Family Network*; Melissa Romano, *Harford County Public Schools*; Kate Sweeney, *UMB SSW*; Rachel Vannatta, *UMB SSW*; D'Lisa Worthy, *Behavioral Health Administration*

Updates on PM activities, achievements, and celebrations:

- Elevating Equity Subcommittee Achievements:
 - The subcommittee met throughout the year.
 - A new Equity Statement was developed.
 - The Mission and Vision Statements were revised with an equity lens.
 - Statewide Achievements:
 - A new SLT subcommittee structure was developed.
 - The Master Cadre graduated and were promoted to SLT subcommittees.
 - The updated Positive Solution for Families Parent groups were launched and included 40 newly trained Facilitators.
 - The new Infants and Toddlers Online Modules were launched.
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- Quarterly Trainers Meetings were held to support State Approved Trainers to continue engaging the workforce during the COVID-19 pandemic.
 - Maryland gained state capacity to train in Practice Based Coaching.
 - Agency Achievements:
 - *Behavioral Health Administration* continued to support the Pyramid Model through the funding of Local Programs for young children around the state of Maryland.
 - *Harford County Public Schools* increased the number of internal PM coaches in PreK-12. Coaches are completing TPOTs and Practice Based Coaching with teachers. Also, HCPS is in the process of training new teachers and community providers.
 - *Montgomery County Infant & Toddlers Program* implemented Pyramid Model Leadership Team at the East County Early Intervention site, reviewed and implemented assessments, and made advancements in Benchmarks of Quality.
 - *Prince George's Child Resource Center* supported the staff of a child care center by providing virtual Naptime SEFEL sessions for the staff. Topics for discussion were selected by the staff and resource materials were dropped off at the site for use in completing projects identified during the naptime sessions. Most memorable was the visual schedules that classroom teams made and each team presented during the naptime session.
 - *Anne Arundel Community College* secured approval to rework a one-credit course that's part of the Early Childhood degree and added Pyramid Model to a Family Engagement course
 - Celebration
 - Tresa Hanna, Grant Monitor for the Division of Early Childhood Development at the Maryland State Department of Education, will be retiring at the end of this year. The Maryland Pyramid Model State Leadership Team paused during the 2021 Annual Retreat to share appreciation and honor Tresa and her championship of Pyramid Model and Infant & Early Childhood Mental Health Consultation. [Click here to view the personalized messages from a few of the colleagues she's collaborated with over the years.](#)

SLT Vision, Mission & Equity Statement Video:

A video was shared of members reading the revised Mission and Vision Statements and newly developed Equity Statement. [Watch the video by clicking here.](#)

The November 2021 Meeting Minutes and SLT Bylaws were reviewed and ratified with the following revisions to the SLT Blylaws.

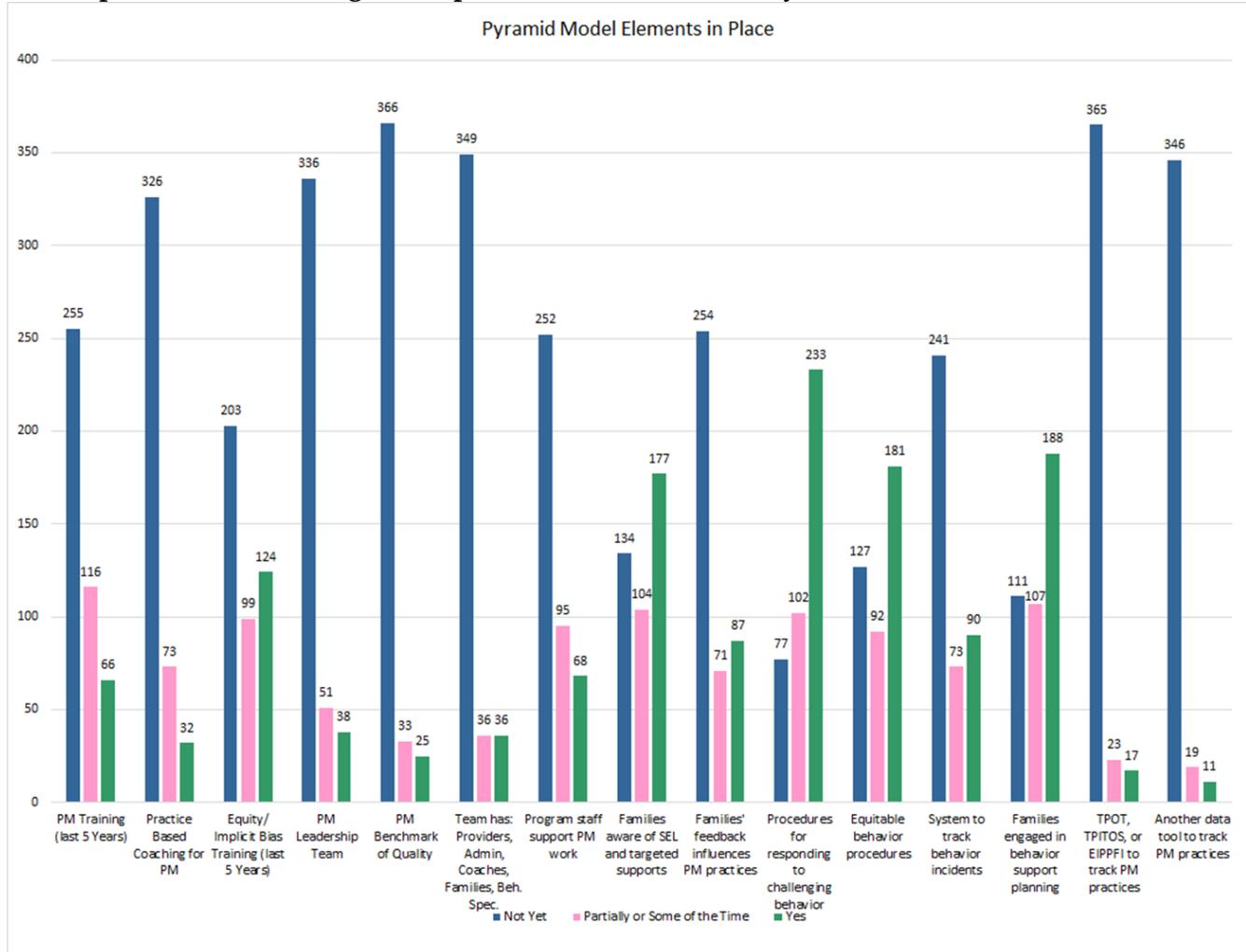
- Article I Name and Purpose
 - Update the Mission and Vision Statements
 - Add the Equity Statement
 - Article II Members and Membership Criteria
 - Add New Member Orientation to “New Member Additions” section
 - Use language from BOQ #9 to outline the process in place for membership succession
 - Include yearly Commitment Letter to maintain voting member status
 - Add Early Intervention, Early Head Start, and Head Start to the list of organizations represented in SLT
 - Add description of committee structure
 - Article III Meetings Procedures and Guidelines
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- Mention reviewing the process of the meeting calendar to ensure the schedule meets the needs of the members explicitly outlining virtual options for meetings

The Annual Benchmarks of Quality (BOQ) Review

[Click here to see the priorities that were discussed.](#)

The responses from the Program Implementation Status Survey Results were reviewed.

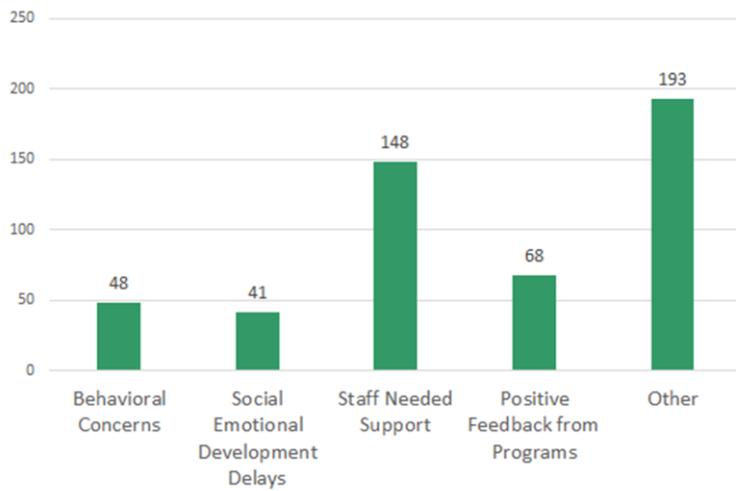


	Center-Based (158)			Head Start (10)			Family-Based (239)		
	No	Some	Yes	No	Some	Yes	No	Some	Yes
PM Training (last 5 Years)	48	46	6	0	50	50	67	13	20
Practice Based Coaching for PM	77	19	4	40	50	10	77	13	10
Equity/ Implicit Bias Training (last 5 Years)	47	31	23	30	50	20	50	15	35
PM Leadership Team	80	15	6	30	30	40	80	10	10
PM BoQ	87	10	3	60	20	20	87	6	7
Team has: Providers, Admin, Coaches, Families, Beh. Specialists	85	34	10	50	20	30	82	7	11
Program Staff support PM Work	56	34	10	0	50	50	68	12	20
Families aware of SEL & Targeted Supports	27	35	39	30	40	30	35	17	48
Families' Feedback influences PM Practices	64	20	16	30	30	40	61	14	25
Procedures for Responding to Challenging Behavior	12	31	58	0	20	80	26	20	54
Equitable Behavior Procedures	24	32	45	20	30	50	39	15	45
System to Track Behavior Incidents	52	23	25	40	30	30	67	13	19
Families engaged in Behavior Support Planning	21	34	45	30	20	50	32	20	48
TPOT, TPITOS, or EIPPF to Track PM Practices	93	5	1	50	10	40	90	5	5
Any other Data Tool to Track PM Practices	92	6	2	75	13	13	92	5	3

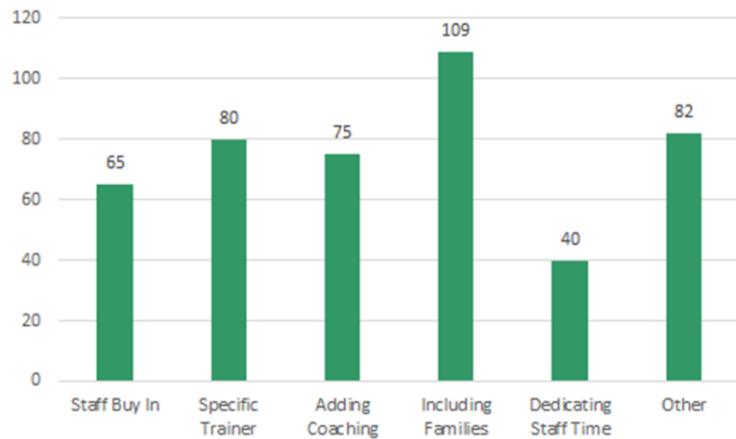
○ Other Data Tools Reported

Reports
Written reports
Incident Reports
Behavior Reports
My Path
Inventory of Practice
HiMama App
Healthy beginner
Colors
CLASS
Assessments
ELA (2)
ASQ

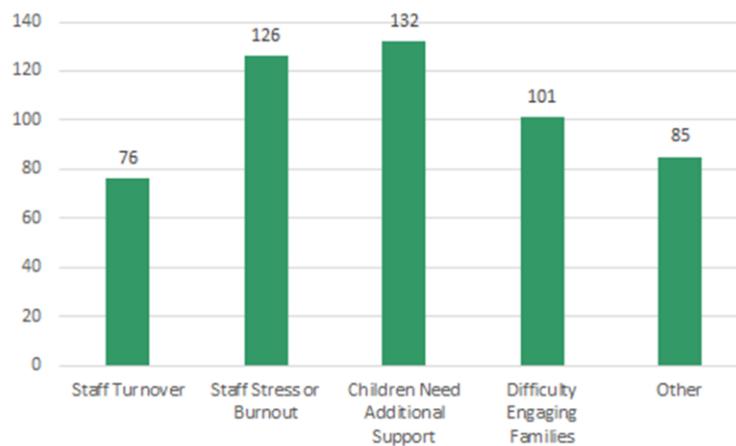
○ Reasons for Implementing Pyramid Model



- What helped you to get to where you are?



- What barriers remain?



Members determined priorities based on the BOQ Results and began developing an Action Plan for 2022. [Click here to view the priorities.](#) The priorities will be ratified at the January 2022 meeting.

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

Adjourned

Next Meeting: Tuesday, January 4, 2022, 11:30 AM – 1:00 PM, Zoom