

Quarterly Maryland Pyramid Model State Leadership Team Meeting

Date Tuesday, May 2, 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*; Angela Brewer, *Judy Center Learning Hub at RME*; Mary Rose Catena, *Montgomery County Public Schools*; Elizabeth Chambers, *UMB SSW*; Don Corbin, *MSDE*; Lacey Egerton, *Maryland Family Network*; Martha Hartlaub, *UMB SSW*; Meredith Holmes, *Anne Arundel County Public Schools*; Angeliqne Kane, *UMB SSW*; Bonnie Kinsey, *Parent's Place of Maryland – Family Partner*; Sheila Maness, *Prince George's County Child Resource Center*; Mary Manning-Falzarano, *Montgomery County Infant & Toddlers Program*; Kristen Paul, *Parent's Place of Maryland*; Kaymi Plank, *MSDE Judy Center Program Manager*; Lisa Shanty, *MSDE & IDEALS*; Kate Sweeney, *UMB SSW*; Raina Wilson, *UMB SSW*; D'Lisa Worthy, *Behavioral Health Administration*

- **New SLT attendees were welcomed:**
 - Kaymi Plank, *MSDE Judy Center Program Manager*
 - Bonnie Kinsey, *Parent's Place of Maryland – Family Partner*
 - Raina Wilson, *UMB SSW, IECMHC Senior Program Specialist*
- **The meeting was initiated, and members present were invited to sign in within the chat.**
- **Administrative BOQ Items**
 - The Vision, Mission, and Equity Statements were read and reviewed.
 - The April 2023 Meeting Minutes were ratified.

Upcoming Subcommittee Meetings

- Elevating Equity (4th Thursday @11 AM): Thursday, May 25 at 11am
- 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, May 24, 1:00 - 2:00 PM
- Implementation & Demonstration Site (4th Mondays @ 2 PM): Monday, May 22, 2:00 - 3:00 PM

➤ **Announcements & New Resources**

1. **National**

- a. No new NCPMI resources following last month's National Training Institutes Conference.

2. **Maryland**

- a. Implementation Sites Update
 - Final phase of site onboarding in process.
 - MOUs are being signed, presentations made to staff, and buy-in surveys returned.
 - Official site announcement to be made soon.
 - Coach introductions to sites will occur soon.
 - Coaches will work with sites over the summer to review BOQ and develop a training and coaching plan.
- b. Pyramid Model Implementation Data System (PIDS)
 - Continuing to move through the process of purchasing the system.
 - UMB legal team working on logistics of gathering program and child level data.
- c. Call to Action for SLT members to share Pyramid Model work in the state. Thanks were given to previous participants in highlighting the work: D'Lisa Worthy, Melissa Romano, Cynthia Bussard, and Mary Manning-Falzarano.
- d. MHAMD- Mental Health Awareness Campaign
 - Review of upcoming campaigns. *Light up Green* (May 1-7) and *Children's Mental Health* (7-13).
 - Call to Action to let the PIEC team know if any SLT teams are participating in this effort, so work can be highlighted on social media. [Link to survey](#) was shared.

3. **Elevating Equity Subcommittee Report**

- Examining Equity has been a priority for the group, and the group continues to examine the work to see if/where inequities occur.
- An overview of the April meeting was shared. The topic of Quantity over Quality was continued from the March meeting. Major discussion themes included:
 - **Data Collection & Measures:** What data is collected? Are we collecting qualitative data? Are we collecting data on the right things?
 - **Cost & Benefit Analysis:** Benefits and impacts are not always correlated to dollars. Relationships are important too.
 - **Participation:** Who is being included in the conversation? Goal is to include different voices.
 - The model is to discuss the characteristics and how it impacts the following: decision-making on a State level, the workforce, training, coaching, content, structure and process, families, classrooms, and direct services for children.
 - Outcome of discussion was a recommendation to explore Systems Thinking as a group, potentially during the Summer 2023 Equity Retreat.
 - A resource was shared: [Waters Center for Systems Thinking](#)
 - Additional discussion points include: how groups should slow down when making decisions to consider issues fully and resist the urge to come to quick conclusions, develop an understanding of long and short-term impacts of implementing the PM work in Maryland.
 - An invitation was extended to all interested participants to join the next Elevating Equity subcommittee meeting on May 25. The topic will be exploring the White Supremacy characteristic of [Sense of Urgency](#).

4. **Review and Discussion of NCPMI's Guidance for State leadership Teams on Preventing Suspension and Expulsion and Promoting Equitable, Inclusive and Culturally Responsive Practice**

- [Link to the document](#) was shared.
- Guidance was reviewed.
- First step is to adopt clear, measurable definitions of suspension and expulsion.
- Suggestion to look at MD's PreK-2 grade expulsion policy, as well as what other states are doing as a place to start.

- Important to come up with very specific definitions.
- Call to Action for SLT members to come to the next meeting with ideas for creating this definition, and for members to bring examples and resources to share, as well as any related data.
- Challenging to get a sense of what is occurring prior to interventions from outside agencies. Consultation is often a last resort.
- Suggestion to review MSDE position paper on expulsion from a few years ago, though there is acknowledgement that there were low supports for this policy at the time.
- Some data tracking for soft expulsion is starting.
- A work group to address Suspension and Expulsion will be started. All are invited to join, including those outside of SLT.
- Further discussion around this topic will be held at the Summer 2023 Equity Retreat, with a goal for the SLT to call for elevated practice in the state regarding these policies.

5. Discussion of Governor Moore’s Transition Report Recommendations for Early Childhood

Key Takeaways from the Report: [Link to report](#)

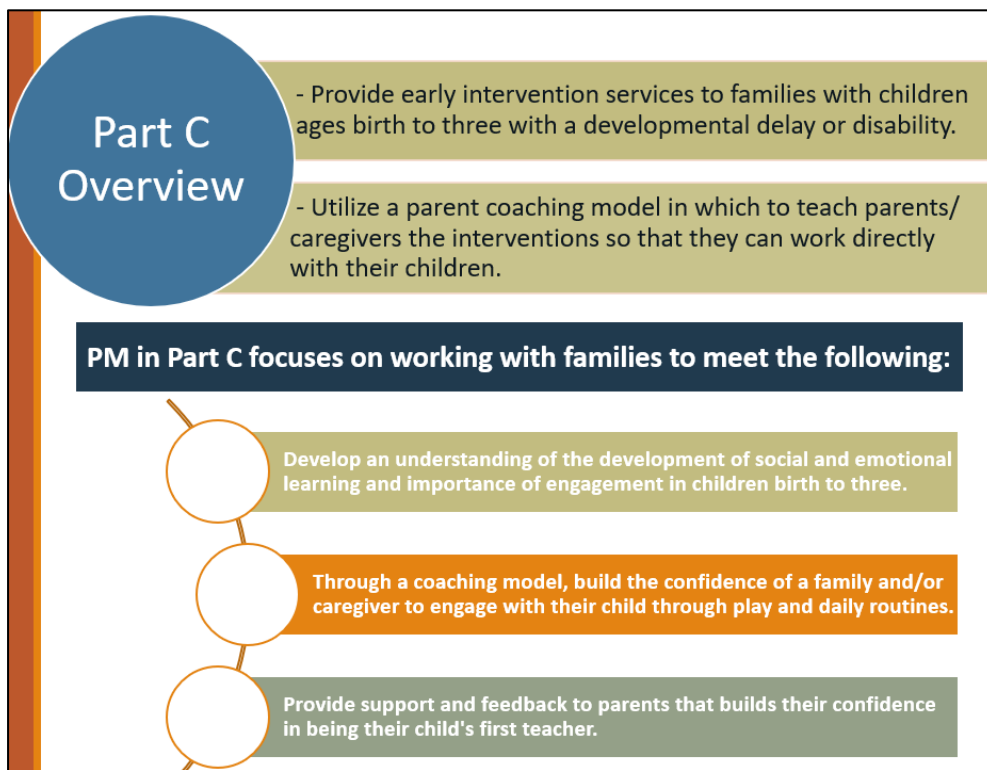
Key takeaways-

- *Pre-k expansion: What does this mean for our organizations?*
 - Suspension & expulsion policy
 - Existing supports for challenging behaviors & mental health
 - Teacher preparation
- *Increasing access to high quality childcare*
 - Increase access to teacher training, coaching & resources
 - Supporting providers & children with special needs
 - Expanding Mental Health Services
- *Combat the school to prison pipeline (K-12 specific)*
 - The state will need to monitor the suspension and expulsion rates, as well as rates of discipline disparity based on the Maryland public schools “Suspensions, Expulsions and Health Related Exclusions”

- Report has high level goals, though not much detail around how to achieve them.
- Attendees were asked if any teams are talking about the report.
- Observation shared that there are few details about who would be providing the coaching and training in the classroom and whether current trainings are addressing the needs that providers have.
- Questions posed around whether the Governor’s team is aware of the Pyramid Model, the SLT existence, and the work that is already being done.
- Discussion was held around preparing for upcoming meeting with Dr. Cook at MSDE. Attendees were asked for input to share at meeting.
 - Feedback included: Lost momentum due to pandemic, many new staff in all areas of service, new Governor, loss of institutional knowledge, need to get back to basics, staff not always good stewards for those that come behind, one positive is new people bring new ideas, need for review of what work has come before, and common perspective stated so all are starting from the same place.

6. Highlighting PM Work in the State

- Cynthia Bouchard and Mary Manning-Falzarano shared information about the Pyramid Model work they are doing related to Part C in Howard and Montgomery Counties.
- Part C Overview



- Cynthia shared Part C work in Howard County.
 - HCPSS has been engaged in Pyramid Model work since Spring 2020.
 - Noticeable changes since initiating PM training and coaching:
 - An awareness of staff in the social and emotional development of young children.
 - A heightened and increased focus on coaching parents in this area of development.
 - PM Goals: Identify local trainers and coaches in the Pyramid Model and provide training to staff in the updated Birth to Three modules.
 - New Initiatives: Using eippfi as a self-reflection tool on which providers set professional learning goals for the year.
 - PSF: Currently running four sessions of PSF from a birth to 5 perspective.
- Mary shared Part C work in Montgomery County.
 - Montgomery County Department of Health & Human Services, Early Childhood Services, has been engaged in Pyramid Model work for at least 10 years.
 - Noticeable changes since initiating PM training and coaching:
 - An increased interest by early intervention providers in providing trauma-informed care, especially since COVID exacerbated the mental health needs of all family members.
 - Infusing the Pyramid Model into the parent coaching model, we see longer lasting positive outcomes, as well as increased caregiver understanding of the child's needs.
 - Caregivers feeling more confident in being able to affect their child's development and strengthening in the bond between caregivers and children.
 - PM Goals: Increased focus on families' and children's social-emotional needs and empowering all providers in every discipline to feel comfortable in addressing them.

7. **SLT Executive Committee 2023 Workplan Review**

- Indicator #26: Develop List of Stakeholders & Engagement Strategies
 - Current Draft List: Newsletter Subscribers, PM Trainers, MSDE staff, EXCELS team, family advocacy orgs, families/parents, universal roles in each jurisdiction (such as IECMHC team, CCRC, Part C coordinator, Part B coordinator, Judy Center coordinators), Childcare staff/early care & education classroom staff and directors, Patty Centers, Head Start, Pre-K team member.
 - Ways to Engage with Stakeholders: Newsletter, Revamped social media, presenting at conferences, speaking to specific groups such as Judy Center staff (potentially through local

ECACs), present to administrators such as principals, use Governor’s report as a way to start the conversation and use as strategy for engagement.

- Indicator #31: Develop Protocols for Regular Feedback of PM Work
 - There is a lot of PM work in the state, though there is not a comprehensive list of who/what/where. How do we find out who is doing the work?
 - New PIDS system can be one tool that can collect some pieces of that.
 - Sense that people are “surveyed out”. Time to incorporate face to face ways to collect feedback?
 - Leadership could be open to facilitated conversations with staff with certain intentional data points, with a certain framework of information included to collect data.
 - Topic will be revisited at a future meeting around developing a written protocol for feedback on PM work. Potentially include a link on our website and/or social media to collect information.

8. Work Group Invitations

- Spring 2024 Conference Planning
- Supporting Work Force – 2 & 4 Year Colleges and teacher prep

9. Review of where 2021 PM Annual Report was shared

<i>Celebree Schools – Franchise</i>	<i>ECAC Prince George's County</i>
<i>IECMH Steering Committee</i>	<i><u>State Wide</u> Early Childhood</i>
<i>IECMHC Directors</i>	<i>MCPS</i>
<i>MCITP PM Leadership Team</i>	<i>State Interagency Coordinating Council (SICC)</i>
<i>Howard County Public School System</i>	

- Add Anne Arundel County’s January LICC.

10. **Meeting Evaluation Survey Shared:** https://umaryland.azureusqualtrics.com/jfe/form/SV_cSeoqN1MJZrBzW5/

11. **Meeting Adjourned**

12. **Next Meeting:** Tuesday, June 6, 2023, 11:30 AM – 1 PM