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.

In Person Attendees: Vicki DiSanto, *MSDE EXCELS*; Ashley Fehringer, *UMB SSW*; Martha Hartlaub*, UMB SSW*; Meredith Holmes, *Anne Arundel County Public Schools*; Vanessa Jones, *MSDE*; Debbie Langer, *MSDE*; Erin Leech, *UMB SSW*; Jill Lyons, *Montgomery County I&T*; Laura Latta, *UMB SSW*; Sheila Maness, *Prince George's County Child Resource Center*; Maimunah Marah, *PM Coach*; Keshia Nelson, *Abilities Network*; Lydia Jones Nunn, *Prince George's County Public Schools;* Candace Place, *Anne Arundel Community College*; Kaymi Plank, *MSDE Judy Center Program Manager;* Lisa Rhodes, *Howard County Family Institute*; Steve Rohde, *Consultant*; Lisa Shanty, *UMB SSW*; Kaya Swann, *UMB SSW*; Laura Seminario Thornton, *PM Coach*

Virtual Attendees: Meagan Clemence; *MSDE*; Don Corbin, *MSDE*; Lacey Eidman, *Maryland Family Network*; Joan Johnson, *PM Coach*; Lori Julian, *Judy Center Talbot County*; Angelique Kane, *PIEC Team Consultant*; Meylin Mejia, *Montgomery College*; Kristen Paul, *Parent's Place of Maryland*; Melissa Romano, *Harford County Public Schools*; Stephaie Schaefer, *PM Coach*; Cristina Smith, *Anne Arundel Community College*; D'Lisa Worthy, *Behavioral Health Administration*; Giovanni Wynn, *Judy Center Talbot County*

- **The meeting was initiated, and in person attendees and online participants were welcomed.**
- **PIEC Team Members were introduced.**
- **Meeting Guidelines were shared.**
  - 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.

- **Administrative Items**
  - Members were asked to sign the 2024 SLT membership pledge.
  - The Vison, Mission, and Equity Statements were read and reviewed.
  - The October 2023 Meeting Minutes were reviewed and ratified.
  - Updated Bylaws Ratified
    - Text updates were reviewed (language reflects shift from monthly to quarterly meetings). Motion brought forward to vote on approval. Members vote to approve.
  - 2024 Quarterly Meeting dates shared – July 2 meeting moved to July 9. New invite will be sent out.
  - Upcoming Subcommittee Meeting dates were shared.
    - Elevating Equity Subcommittee: 4th Thursday of the Month at 11am
    - Implementation and Demonstration Site: 4th Monday of the Month
      - Date to change for this year, new date TBD
    - Family Engagement: 4th Thursday of the Month at 1pm
    - Fidelity and Data: Second Monday of the Month, 9am
    - Professional Development: Second Monday of the Month, 9:30am

1. **Introduction of New Website Project**
   - Design team, idfive, was introduced.
   - Overview of project given, and survey link will be provided to collect feedback.

2. **The Maryland Pyramid Model – Telling Our Story**
   - An overview of the retreat's theme was shared – _Telling Our Story_
   - Participants were guided through an activity of completing a descriptive framework, asking for reflections on the following prompts:
     - Who are we? (organization)
     - Why are we here?
     - Where did we come from?
     - Where are we going?
   - Responses were collected & will be shared with the SLT membership.

3. **Elevating Equity Presentation by Angelique Kane**
   - Overview of the work of the Elevating Equity Subcommittee
   - Revisiting the Land Acknowledgement Discussion
   - Review of White Supremacy Culture Characteristics
   - Waters Center for Systems Thinking Overview

- Case Study: Wolves removed from Yellowstone – understanding that diversity and balance are important.
- Antidotes & Recommendations shared to counteract Characteristics Explored

Antidotes
(Progress is Bigger and More & Quantity Over Quality)

State-level	Workforce	Families
Ensure that any cost/benefit analysis includes all the costs, not just the financial ones (for example: the cost in morale, credibility, relationship to living beings, use of resources)	Add measures that centers grounding in what's important - how many times did we laugh together today? how many times did we express gratitude? how many times did we allow silence? how many times did we allow dissent?	Strive to make decisions today that should result in a sustainable world seven generations into the future

RECOMMENDATION:
1. Slow down when making decisions. Incorporate strategies that considers issues fully. Resist urges to come to quick conclusions and seek to understand the big picture. Consider short- and long-term impacts and/or unintended consequences.

2. Study and explore Systems Thinking.

3. Next Characteristic to Explore: Sense of Urgency

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Antidotes
(Sense of Urgency)

State-level	Workforce	Content	Families	Children/Classroom
Create flexible plans that allow for new information to address the changing needs of the communities we work with.	Plan for ensuring support, training and mentorship for new staff.	Create living documents, training content, etc. that can be edited and receive feedback. Offer follow-up coaching. Develop a companion guide that details approved trainings with equity and/or SEL content.	Ensure that families are included in all levels of decision-making programs.	Create more structure and policies that would formalize and slowdown the response to challenging behavior. Push for more family awareness of resources & education on SEL.

RECOMMENDATION:
1. Activate a "Both/And" mentality throughout our processes

2. Next Characteristic(s) to Explore: One Right Way & Power Hoarding

4. **SLT BOQ Reviewed**
   - BOQ results were shared. View table and graphs here: View BOQ Report
   - Small group discussion held around analyzing BOQ trends.
     - Consistent funding is important & vital part of work
     - Upward trend for data-based decision making
     - Membership ebb & flow
     - Appreciation for consistency & commitment to the work
     - Workforce – how can we increase pay & knowledge of jobs available in the field

5. **Lunch Break**

6. **Subcommittee Report Outs**
   - Each committee gave overview of the following:
     - Who are we? (Who represents the subcommittee)

- - Why are we here? (What is the purpose of the subcommittee)
    - Where did we come from? (Sharing our story, looking at the changes in the BOQ overtime, etc.)
    - Where are we going? (Will be answered with prioritization.)
  - View additional subcommittee report info. here: Subcommittee BOQ
  - Discussion Points
    - Professional Development
      - Will be restarting work
      - Looking to grow coaching workforce
      - How do we support trainers & also develop coaching pools
      - Thinking towards sustainability & aligning with National Model
      - Workforce related – outreach to higher ed to increase PM awareness & understanding of framework – be included in teacher prep curriculum
    - Family Engagement
      - Rely on trusted resources
      - Develop more onsite programs
      - Include a parent representative (secure funding)
      - Family Engagement Guide being worked on by group
      - Resources curated & shared by Lori: PYRAMID MODEL RESOURCES
    - Data & Evaluation
      - Data based decision making support
      - BOQ items are progressing
      - Implementation site related data is great opportunity to assess outcomes
      - What is the best way to collect data & are additional trainings needed
    - Implementation & Demonstration Site
      - Learning as we go
      - Leaned on expanded funds to accomplish goals
      - Program Coaches are essential part of work
      - Increase collaboration with other subcommittees

7. **Introduction to NCPMI (National PM) Sustainability Resources**: Sustainability and Scale-up Plan Worksheet
   - Participants asked to review resource & add to subcommittee agendas

8. **Meeting Evaluation Survey Shared:** Meeting Eval Survey

9. **Meeting Adjourned**

10. **Next Meeting**: April 2, 2024 – 11am.-1pm.