

Maryland SEFEL Pyramid Model Monthly Leadership Meeting

Date Tuesday May 4, 2021 | *Time* 11:30 AM – 1:00 PM | *Location* Zoom

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, with fidelity, within a variety of early childhood programs and settings across communities within the state.

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 nurture and support infants' and young children's social emotional development and well-being within their family, culture, and community to foster lifelong success through the integration of the SEFEL Pyramid Model with other related promotion, prevention, intervention, and treatment efforts in the state.

Equity Statement

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:

Jenny Afkinich, *UMB SSW*; Cynthia Bouchard, *Howard County Public Schools*; Jenice Bruce, *Maryland Coalition of Families*; Margo Candelaria, *UMB SSW*; Elle Essenmacher, *Sanford Harmony*; Ashley Fehringer, *UMB SSW*; Mai Hall, *Parent's Place of Maryland*; Tresa Hanna, *MSDE*; Kelly Hutter, *Promise Resource Center*; Lydia Jones Nunn, *Prince George's County Public Schools*; Angelique Kane, *UMB SSW*; Marsye Kaplan, *MSDE*; Sheila Maness, *Prince George's Child Resource Center*; Mary Manning-Falzarano, *Montgomery County Infant & Toddlers Program*; Candy Place, *Anne Arundel Community College*; Melissa Romano, *Howard County Public Schools*; Lisa Spera, *UMB SSW*; Kate Sweeney Wasserman, *UMB SSW*; Jenny Torres, *UMB SSW*; D'Lisa Worthy, *Behavioral Health Administration*

Meeting Minutes from April reviewed and ratified.

Elevating Equity

1. Subcommittee Work Group shared their activities over the past month.
-

-
- The dissemination plan for the revised Mission, Vision, and Equity Statements will be rolled out and highlighted on the Pyramid Model website and featured in the June 2021 newsletter.
 - The Training & Curriculum Work Group will develop and disseminate a Trainer DEI and Anti-Racism Knowledge, Skills, and Attitude Survey.
 - Work groups will continue to coordinate equity efforts with MSDE and IECMH Consultation.
 - Meetings will occur monthly on the 1st Monday at 3pm.
2. An announcement was made encouraging members to participate in the Mid-Atlantic Equity Consortium (MAEC) Train the Trainer on Equity (TOTE) series, which has been disseminated by MSDE's Division of Early Childhood.
 3. Three Maryland SLT members reported about their current participation in a 4-part series hosted by the Pyramid Model Consortium with representatives from 32 Leadership Teams. This series is a multi-day effort to bring a more focused equity lens to the Pyramid Model Implementation work. Activities and objectives include:
 - Provide a shared foundation of national early childhood equity data, issues and recommendations
 - Presentation led by authors of the "Start With Equity" report from the Children's Equity Project
 - Time for reflecting and sharing reactions to the content
 4. Based on participation in the scheduling poll, the SLT Equity Retreat will be held on Tuesday, July 20th from 9:30 AM – 3 PM.

Review of 2021 Priority (BOQ #32)

#32 – 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.

1. Develop readiness criteria based on National Pyramid Model guidelines
2. Work with EXCELS to create a Pyramid Model Badge based on these criteria
 - Considerations: What could outreach look like? Recognition of providers? Incentives?
3. Develop selection procedures for Implementation site(s)
 - Considerations: Diversity of site selections (school system, FCC, Child Care, Part C, equity, etc.)
4. Recruit site(s)
5. Develop MOU with participating site(s)
 - Considerations: Include what they need to do to move towards being a demonstration site
6. Deliver leadership workshop for recruited site(s)

Remaining 2021 Priorities

#40 – *The SLT implements a plan ensuring that programs and communities statewide have access to Program Coaches, including necessary resources and on-site coaching that result in high-fidelity implementation and sustainability of EBPs.*

#31 – *The SLT develops mechanisms for family members to provide feedback at least annually on the quality of the EBPs experienced by their children.*

#35 – The SLT develops statewide capacity (funding, staffing) for training and supporting new Program and Community Leadership Teams and Program Coaches in the high-fidelity adoption and implementation process while continuing to support the high fidelity of the original implementation and demonstration programs.

Presentation: Examples of Implementation Guides

SLT members reviewed Implementation Guides from New York, Colorado, Wisconsin, and Pennsylvania. After learning about each state's examples of Implementation Site Guides, [feedback](#) was shared on specific ideas and formatting that could be used for Maryland.

Adjourned

Next Meeting: June 1st, 11:30 AM – 1:00 PM, Zoom