

# Maryland SEFEL Pyramid Model State Leadership Team Annual Retreat

*Date* Tuesday, February 1, 2022 | *Time* 11:30 PM – 1:00 PM | *Location* Zoom Meeting

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**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.

**Attendance:** Jenny Afkinich, *UMB SSW*; Cynthia Bouchard, *Howard County Public Schools*; Margo Candelaria, *UMB SSW*; Mary Rose Catena, *Montgomery County Public Schools*; Don Corbin, *MSDE*; Lacey Egerton, *Maryland Family Network*; Martha (Elle) Essenbacher, *Harmony SEL*; Ashley Fehringer, *UMB SSW*; Angelique Kane, *UMB SSW*; Marsye Kaplan, *MSDE*; Deborah Langer, *MSDE*; Sheila Maness, *Prince George's County Child Resource Center*; Mary Manning-Falzarano, *Montgomery County Infant & Toddlers Program*; Kym Nwosu, *Howard County Public Schools*; Candace Place, *Anne Arundel Community College*; Melissa Romano, *Harford County Public Schools*; Rachel Vannatta, *UMB SSW*

## SLT Member Updates

- Montgomery County Infant & Toddlers Program is exploring the usage of Practice-Based Coaching (PBC) on a voluntary basis for their coaches.
  - Maryland Family Network has a PBC training scheduled for CCRC coaches in May as well as ongoing (monthly) cohort supports for coaches already using PBC.
  - Prince George's County Child Resource Center finished virtual training on all three modules and will start coaching with participants soon.
  - Harmony SEL is launching a new edition on February 7th. Resources remain free.
  - MSDE DEI/SES is partnering with JHU's IDEALS to support children and families with Special Education needs. Additionally, 2 Fellows will be starting soon and they will be available twice a week.
  - Harford County Public Schools finished a hybrid Pyramid Model Training with paraeducators, GEs, SEs and psychologists. A second cohort is being scheduled. Coaches received a refresher in entering TPOT data into OMS. Play groups will be launched again in Infants and Toddlers. Also, they are celebrating the implementation of Pyramid Model each week in preschool through their Weekly Update.
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- Montgomery County Public Schools will be doing Pyramid Model training this summer for Pre-K and Special Education staff and planning a Community of Practice for the Fall.

**The Minutes were reviewed and ratified from the January 2022 meeting.**

### **Announcements**

#### NCPMI Updates

- *NTI 2022 (April 19-22, 2022)*: General Registration is full. [Learn more about pre-conference workshops](#). Attendees from Maryland are encouraged to complete a form to stay in communication about the planning of a Maryland Meet-up during the conference. [Click here to complete the form](#).
- *Within The Framework Webinar: For State Leaders, By State Leaders: Scaling and Sustaining Funding Through Policy Development* scheduled for February 24, 2022 at 12 PM. [Register here](#).
- *Resources*:
  - Family Perception Survey Resource: [https://challengingbehavior.cbcs.usf.edu/docs/family-survey\\_infographic.pdf](https://challengingbehavior.cbcs.usf.edu/docs/family-survey_infographic.pdf)
  - New Scripted Story: [https://challengingbehavior.cbcs.usf.edu/docs/SuperFriend\\_Story.pdf](https://challengingbehavior.cbcs.usf.edu/docs/SuperFriend_Story.pdf)

Spanish translations of the Positive Solutions for Families materials will be released soon. More details will be forthcoming through the Family Engagement subcommittee.

### **Administrative BoQ Items for 2022**

2022 Commitment Letters have been distributed. Please review, sign, and forward completed forms to [akane@ssw.umaryland.edu](mailto:akane@ssw.umaryland.edu).

### **Elevating Equity Report Out**

The priority for this month was developing the document to define language around anti-racism and equity as it relates to early childhood. [View the working document here](#). Meetings occur every 1<sup>st</sup> Monday at 3 PM.

### **Subcommittee Updates**

Subcommittee reports and accomplishments will be shared at the next Quarterly Meeting scheduled for March 2022.



2 hour meetings with  
all subcommittee  
members invited

March, June,  
Sept,  
December  
(Retreat)



Subcommittee Report  
Outs/accomplishments



Opportunity for sharing of local  
implementation examples

## Upcoming Subcommittee Meetings:

- Professional Development (1<sup>st</sup> Wednesdays @ 1 PM): *February 2<sup>nd</sup>, 1 – 2 PM*
- Fidelity & Evaluation (2<sup>nd</sup> Thursdays @ 11 AM): *February 10<sup>th</sup>, 11 AM – 12 PM*
- Implementation & Demonstration Site (4<sup>th</sup> Mondays @ 2 PM): *February 28<sup>th</sup>, 2 – 3 PM*
- Family Engagement (4<sup>th</sup> Thursdays @ 1 PM): *February 24<sup>th</sup>, 1 – 2 PM*

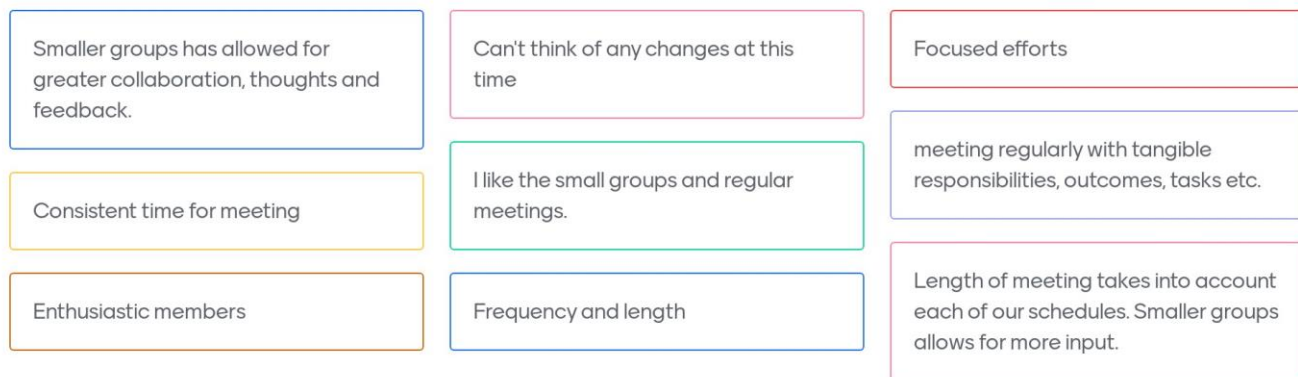
## Pyramid Model Annual Report

The Executive Committee reviewed and discussed content for the outline of the [Pyramid Model Annual Report](#).

## Subcommittee Check-in

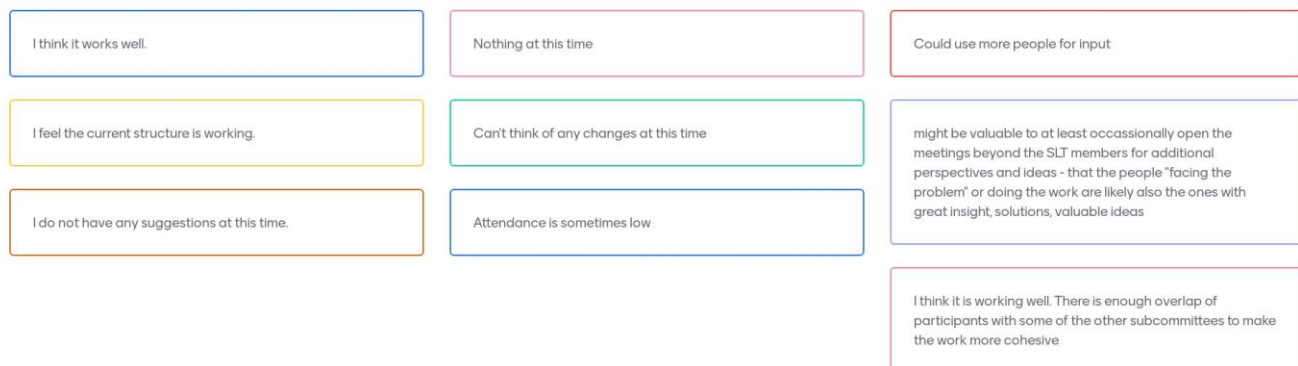
# What's been going well with the subcommittee structure?

Mentimeter



# What could be better about the subcommittee structure?

Mentimeter



The Executive Committee discussed expanding the SLT subcommittee membership to include other voices. An invitation will be extended to potential stakeholders based on recommendations related to the established subcommittee goals and activities.

## Maryland EXCELS Meeting Report

Key stakeholders throughout the state had a meeting to discuss the idea of embedding the Pyramid Model into Maryland's Early Learning Standards.

- A major disadvantage for writing the Pyramid Model into the standards is the appearance of burdening programs with an additional requirement when staff burnout and stress is at an all-time high due to the pandemic.
- The most likely action will be to create an EXCELS badge. Discussions will continue to develop strategies to overcome any barriers for widespread program participation.
- Questions to consider:
  - How are assessments (such as the ELA) relevant?
  - Is there a crosswalk for both child care programs and public school systems?
  - What kinds of funds are available to facilitate this type of change?

### Implementing the Pyramid Model

A discussion was facilitated to fully understand the depth of statewide implementation. Resources shared included:

- A video introducing the [Minnesota Implementation Story](#)
- The [Stages of Implementation](#) by the Early Childhood Technical Assistance Center
- The [Integrated Stage-Based Framework for Implementation of Early Childhood Programs and Systems](#) by the National Implementation Research Network

### SLT Evaluation Report

Topic Area	Mean (n=32)
Logistics	4.77
Content	4.82
Preparation	4.6
Process/Teamwork	4.52
Overall	4.83

Comments:

- Subcommittees help us be more productive
- Mixed feedback re: Padlet and Mentimeter
- Dec. Retreat could have been shorter

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

**Adjourned**

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**Next Meeting:** Tuesday, March 1, 2022, 11 AM – 1 PM, Zoom