

Maryland Pyramid Model State Leadership Team Meeting

- Summer Equity Retreat-

Anne Arundel Community College

Date Tuesday, July 11, 2023 | *Time* 10:00 AM – 3 PM | *Location* In Person & 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.

In-Person Attendance: Margo Candelaria, *UMB SSW*; Elizabeth Chambers, *UMB SSW*; Don Corbin, *MSDE*; Ashley Fehringer, *UMB SSW*; Martha Hartlaub, *UMB SSW*; Meredith Holmes, *Anne Arundel County Public Schools*; Patrick Johnson, *PM Site Coach*; Angelique Kane, *UMB SSW*; Deborah Langer, *MSDE*; Sheila Maness, *Prince George's County Child Resource Center*; Mary Manning-Falzarano, *Montgomery County Infant & Toddlers Program*; Maimunah Marah, *PM Site Coach*; Keshia Nelson, *Abilities Network*; Saru Nithyanandam, *Montgomery County DHHS*; Lydia Nunn, *Prince George's County Public Schools*; Kristen Paul, *Parents' Place of Maryland*; Candace Place, *Anne Arundel Community College*; Kaymi Plank, *MSDE Judy Center Program Manager*; Kate Sweeney, *UMB SSW*; Rachel Vannatta, *UMB SSW*; D'Lisa Worthy, *Behavioral Health Administration*

Virtual Attendance: Janiecka Brown, *PM Site Coach*; Carissa Harper, *Montgomery County Public Schools*; Meredith Holmes, *Anne Arundel County Public Schools*; Heather Hutchison, *UMB PIEC Team*; Joan Johnson, *PM Site Coach*; Vanessa Jones, *MD HSCO*; Bonnie Kinsey, *Parents' Place of Maryland*; Whitnee Liverpool-Cummins, *Montgomery County Public Schools*; Ayanna Vedor- McNeil, *UMB PIEC Team*; Stephanie Schaefer, *PM Site Coach*; Cristina Smith, *Anne Arundel Community College*; Cheryl Townshend, *Anne Arundel Community College*; Nyrobi Tyson, *UMB PIEC Team*

➤ **The meeting was initiated, and members present were invited to sign in on the attendance sheet.**

➤ **Administrative Items**

- The Vision, Mission, and Equity Statements were reviewed.
- Self-Regulation Moment.
- The June 2023 Meeting Minutes were reviewed and ratified.
- The Meeting Agenda & Objectives were reviewed.
- Group norms were shared.
- Land Acknowledgment

- Action Planning worksheet was shared.
- Discussion held around engagement with Native American communities in the state, including assessing needs, and how knowledge can be shared.
- Moment of Appreciation for Angelique Kane, who is leaving UMB SSW for new opportunities, and her work with the Elevating Equity subcommittee and SLT was honored.

➤ **Reflective Prompt & Activity**

- Vignette activity was shared.
- Group tasked with considering biases and brainstorming ideas & solutions.

➤ **PM Curriculum Updates**

- Modularization table shared.
- Overview given of integration of updated NCPMI content.
- Fall 2023 TOT plan shared.
- Recertification Training Schedule was shared.
- Discussion held around how to align PM with CDA requirements and MD EXCELS.

➤ **Break for Lunch**

➤ **Launching Implementation Sites & Equity's Role**

- Maryland Pyramid Model Implementation Site Coaches were introduced and shared a few brief words about themselves.

Site	Assigned Program Coach(es)
Kiddie Academy	Patrick Johnson
Rainbow Childcare	LaToya Harper Joan Johnson
Greenbelt Children's Center	Maimunah Marah Stephanie Schaefer
Sarah's House	Janiecka Brown Michele Hall
Bradley Hills Presbyterian Nursery School	Susan Ignasiak Laura Seminario Thornton
Head Start/ Early Head Start of Washington Count	Tracy Gomer

- Applying Equity to Our PM Implementation Site Pilot Project - Activity
 - Small group activity where participants reviewed site program data and examined for equity through the following considerations:
 - Location of program (proximity to community resources).
 - Size of program.
 - Diversity of program staff, children, community, coaches.
 - Considerations for languages spoken.
 - Considerations for religious and cultural affiliation.
 - Family engagement: location accessibility, continuity between families served and program staff & leadership.
 - Additional thoughts or discussion points.
 - Groups reported out on their review.

➤ **Review of NCPMI SLT Suspension & Expulsion Guidance Document**

- [Link to NCPMI Guidance Document](#)
- Suspension & Expulsion Definition was shared.
- Maryland State Department of Education's Guidance for Preventing Suspension & Expulsion in Early Care and Education Settings was shared.
- Discussion held around what other states are doing in this area.
- Discussion held around current suspension/expulsion policies & practices in Maryland.
- Need for data collection to track was emphasized.
- Small group discussions around creating a MD SLT definition of suspension/expulsion to put forward.
- Prompts the group considered:
 - What partners can we identify?
 - What statewide data exists for: determining need for support to professionals and programs and to measure progress over time statewide?
 - What statewide data exists regarding equity in discipline practices?
- Invitation extended to join Suspension/Expulsion Workgroup.

➤ **Retreat Evaluation Survey Shared**

https://umaryland.az1.qualtrics.com/jfe/form/SV_dapmUiR1bi14KHO?O_CHL=qr

➤ **Meeting Adjourned**

➤ **Next Meeting:** Tuesday, August 1, 2023: 11:30am.-1pm. via zoom.