

Maryland SEFEL Pyramid Model Monthly Leadership Meeting

Date Tuesday, October 5, 2021 | *Time* 11:30 PM – 1:00 PM | *Location* Zoom Meeting

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*; Jenice Bruce, *Maryland Coalition of Families*; Margo Candelaria, *UMB SSW*; Mary Rose Catena, *Montgomery County Public Schools*; Don Corbin, *MSDE*; Katherine Endy, *UMB SSW*; Ashley Fehringer, *UMB SSW*; Kelly Hutter, *Promise Resource Center*; Meredith Holmes, *Parent's Place of Maryland*; Angelique Kane, *UMB SSW*; Deborah Langer, *MSDE*; Laura Latta, *UMB SSW*; Sheila Maness, *Prince George's Child Resource Center*; Mary Manning-Falzarano, *Montgomery County Infant & Toddlers Program*; Kristen Paul, *Parent's Place of Maryland*; Candace Place, *Anne Arundel Community Center*; Steve Rohde, *Independent Consultant*; Melissa Romano, *Harford County Public Schools*; Lisa Spera, *UMB SSW*; Kate Sweeney, *UMB SSW*; Rachel Vannatta, *UMB SSW*; D'Lisa Worthy, *Behavioral Health Administration*; Lori Yarbrough, *The Judy Center Early Learning Hub at Church Hill Elementary*

Members Shared Updates & Announcements Related to their PM Activities:

- Howard County Public Schools is in the planning stages for Positive Solutions for Families in Birth to Five and usage of the EIPFFI tool (for Part C provider assessment) as part of their teacher evaluation!
 - D'Lisa Worthy reporting preparing to teach The Pyramid Model within her course for early educators at University of Maryland College Park for the spring semester.
 - Montgomery County Infant & Toddlers Program is still piloting ASQ-SE with late referral children at their East County site. Also, they are preparing to launch a multi-year equity initiative in October. Several ITP providers have also completed the Positive Solutions training and they'll be offering that through their Family Support Network.
 - Promise Resource Center is in the process of opening a Family Support Center where they will be implementing the Pyramid Model in classrooms.
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- Steve Rohde is no longer doing training or TA in the Pyramid and social skills area. He is still doing business training for family childcare providers currently, and again in January, for Maryland Family Network as well as training of trainers and similar work.
 - The Judy Center Early Learning Hub at Church Hill Elementary has the PreK Expansion grant this year for the QAC Judy Center, which includes a class of seventeen 3-year-olds. Also, the site is working to launch the Positive Solutions for Families workshops.
 - Parent's Place of Maryland is in the process of writing a year 2 AUCD grant proposal. The Baby LEADers parent training program (for parents of children ages birth to five with developmental delays and/or special healthcare needs) is currently accepting applications for the Fall 2021 cohort.
 - Prince George's Child Resource Center will provide social-emotional training to the members of the childcare provider associations in Prince George's County. Also, the same training was provided to the Judy Center partner childcare providers.
 - Harford County Public Schools is training new PreK Pyramid Model Coaches and working to schedule trainings with all new staff working with Birth to 5 and Kindergarten. Current Pyramid Model Coaches are making connections with the teachers and starting to build relationships. Pyramid Model work has been celebrated each week in the Birth to 5 Weekly Update.

Meeting Minutes from September were reviewed and ratified.

PM SLT Shared Announcements Related to PM Opportunities:

- Registration for NCPMI NTI 2022 will begin in September. To learn more visit <https://challengingbehavior.cbcs.usf.edu/Training/Conference/index.html>.
- [New Updated Visual Supports for Daily Schedules and If/Then Boards](#)
- [Pyramid Model Classroom Kit](#)

Administrative BoQ Items for 2021

- The Annual SLT Retreat will be held on December 7th from 11 AM – 4 PM – please mark your calendars! The agenda will include celebrating success, looking at past data, and accomplishing BoQ review so we can start the new year ready to jump into work plan.
- The process for New Member Orientation was shared and will include:
 1. Personal invitation to join the SLT
 2. Sharing of documents (Bylaws, Mission, Vision, and Equity Statement)
 3. One-on-one meeting with UMB SSW-PIEC Team after attending a meeting or two to ask questions
 4. Signing of commitment letter

Maryland PM SLT Structure

- A committee structure for the SLT is being implemented to maximize opportunities for participation and productivity. Committee participation includes one (1) additional hour per month or up to two (2) additional hours per month if a member volunteers to be the Elevating Equity Subcommittee Representative.
- Initial Subcommittee Meeting Dates:
 - Fidelity & Evaluation: Tuesday, October 19th, 12:15 PM – 1:15 PM
 - Family Engagement: Monday, October 11th, 9 AM – 10 AM
 - Implementation & Demonstration Site: Monday, October 18th, 11 AM – 12 PM
 - Professional Development: Friday, October 22nd, 11 AM – 12 PM

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- The subcommittee initial tasks include selecting a Committee Chair and an Elevating Equity Subcommittee Representative, establishing initial goals, and confirming standing meeting times.

Elevating Equity Subcommittee Report

- The committee met the day prior and revisited the focus on outlining shared language which will include defining key terms and ideas necessary to infuse equity in the implementation of the Pyramid Model framework.
- During the Trainers' Quarterly Meeting held this month, the results of the Pyramid Model Trainer Equity Survey were discussed. There will be more opportunities to discuss areas where the Pyramid Model training could be modified to address topics of diversity, equity, inclusion, anti-bias and anti-racism. Office hours will be held every other Wednesday (beginning October 13th) from 4 PM – 5 PM for conversations about how the curriculum can be edited to elevate equity.

Review of 2021 Priority

BoQ #32: *SLT develops readiness criteria, recruitment and selection procedures and MOUs for programs participating in the initiative as Implementation Sites (Sites have program leadership team and at least one practitioner coach)*

- A draft of the Maryland's Pyramid Model Implementation Survey was finalized, and discussions surrounded strategies for dissemination.
 - Program Directors will complete either electronic or paper surveys.
 - Sites will be selected by 2022.
 - The survey will remain open after selection to allow completion on a rolling basis to collect data.
 - Methods of dissemination will include sharing with regional early childhood conference planning teams and sharing among SLT member networks.
- Stakeholders are having discussions on areas where the Pyramid Model framework fits into Maryland EXCELS, the state's quality rating and improvement system for licensed child care and early education programs that meet nationally recognized quality standards.
- Implementation Sites will be launched as a pilot. SLT members reviewed a few resources regarding the readiness criteria for Implementation sites.
 - The [Pyramid Model Implementation Readiness Checklist](#) will encourage programs to conduct a self-assessment to determine readiness. There was discussion surrounding strategies to build the capacity of sites that do not demonstrate readiness.
 - The [Colorado Implementation Site Exploration Stage](#) provides examples of targeted questions to consider for readiness.
 - An Implementation Site Status Checklist will be used during site visits to conduct observations of Pyramid Model practices alongside the program's survey completion and interview. Survey questions will be simplified to receive focused responses.
 - The [NCPMI Program Wide Implementation Guidelines](#) demonstrate what needs to be done for program-wide implementation.

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

Adjourned

Next Meeting: November 2, 2021, 11:30 AM – 1:00 PM, Zoom