

# Maryland SEFEL Pyramid Model Monthly Leadership Meeting

*Date* Tuesday, August 3<sup>rd</sup>, 2021 | *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*; Jenice Bruce, *Maryland Coalition of Families*; Margo Candelaria, *UMB SSW*; Don Corbin, *MSDE*; Martha Essenmacher, *Harmony SEL*; Ashley Fehringer, *UMB SSW*; Tresa Hanna, *MSDE*; Angeliqne Kane, *UMB SSW*; Marsye Kaplan, *MSDE*; Deborah Langer, *MSDE*; Sheila Maness, *Prince George's Child Resource Center*; Mary Manning-Falzarano, *Montgomery County Infant & Toddlers Program*; Lydia Nunn, *Prince George's County Public Schools*; Melissa Romano, *Harford County Public Schools*; Jamie Rosen, *UMB SSW*; Lisa Spera, *UMB SSW*; Kate Sweeney, *UMB SSW*

## **Members Shared Updates & Announcements Related to their PM Activities:**

- PIEC Team delivered the first updated PSF training to new facilitators, and feel excited about the updated infant and toddler online modules, and are starting a project to evaluate coaching of teachers.
  - MSDE Division of Early Intervention and Special Education services is continuing to work to support our local infants and toddlers and preschool programs to build capacity to implement the PM.
  - MSDE is participating in equity trainings, Part C, and IECMH conversations.
  - PGCPs is working with mental health community agency to articulate children from early childhood to kindergarten so services will continue in kindergarten.
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- Harford County is collaborating with the University of Maryland and ECAC to continue implementing the Pyramid Model Birth through 5. In Infants and Toddlers, their social worker is training with UMB SSW, and they are beginning to plan professional learning opportunities with their providers. For preschool special education, they are working in collaboration with their leadership team to implement their coaching model and looking at screeners and data collection tools beyond TPOT to track individual student growth. In kindergarten, they are looking at building their coaching structure. They are planning to partner with their community day cares to expand coaching and support to these child care options for families.
  - Harmony SEL is developing partnerships with multiple after school and extended day child care programs, providing donor-funded SEL resources and PD at no cost. Currently, they have been focused on providing a DEI series of modules and the opportunity to earn 9 free graduate credits through NU.

**Meeting Minutes from July were reviewed, amended, and ratified.**

**PM SLT Shared Announcements Related to PM Opportunities:**

- MSDE and MAEC Family Engagement Summit on August 5 from 10 AM – 3:45 PM. Registration is free. Registration: [https://whova.com/web/mfes\\_202104/](https://whova.com/web/mfes_202104/)
- Georgetown Infant and Early Childhood Mental Health Program offering 3 new certificates for the early childhood workforce: <https://www.iecmhc.org/resources/programs-and-models/>
- PIEC team is working to create another session of TPOT training because it filled up fast. TPITOS training also coming up.
- The Annual SLT Retreat will be held on December 7<sup>th</sup> 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.

**Administrative BoQ Items for 2021**

- Vision, Mission & Equity Statement video is in progress. Thank you to all SLT Members who contributed videos.
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## Update on Elevating Equity Subcommittee

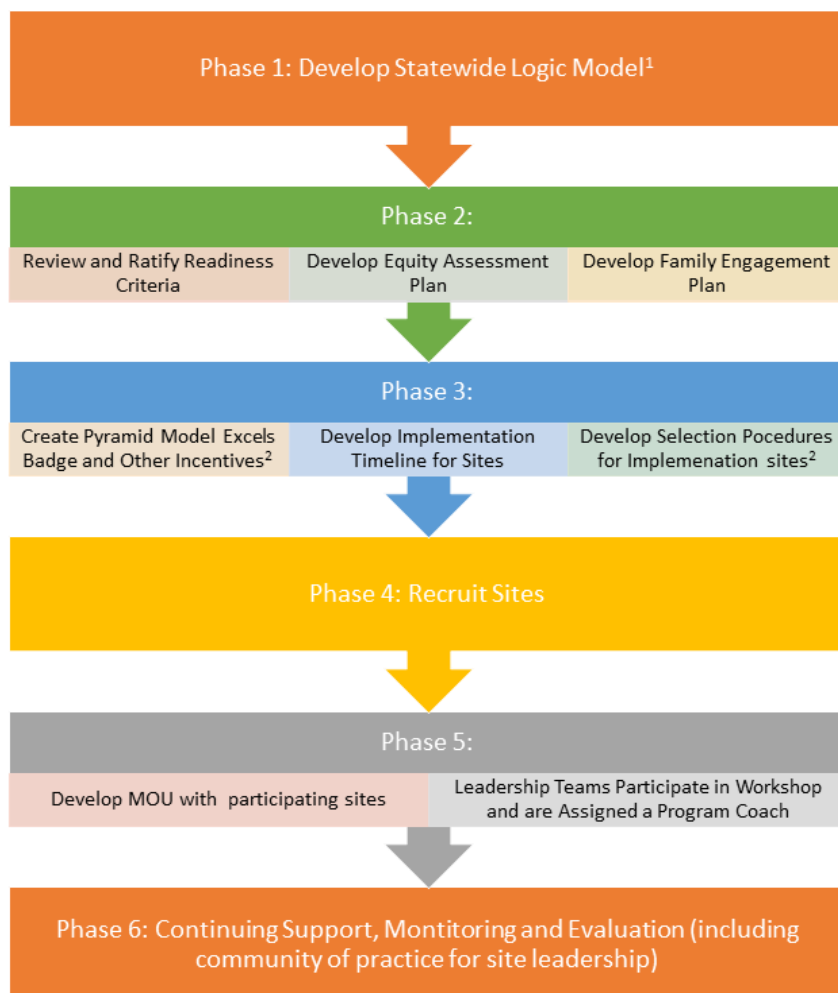
- MAEC delivered Training of Trainers in Equity (TOTE) to train trainers in MAEC's introductory equity training, which works to help participants recognize equity, privilege, identity and how they intersect with early childhood work. Several SLT members participated, as well as other PM trainers. TOTE is ongoing and discussion focused on ongoing plans to align PM equity efforts with MAEC's TOTE. Since next steps for trainees have yet to be shared by MAEC specifics for the SLT with respect to PM alignment will have to be a focus of a future meeting.
- August Elevating Equity Subcommittee (EESC) meeting report out was shared, including a discussion on how the above discussed TOTE content would be incorporated into PM training. This discussion is ongoing.
- Plan to send reminders with agenda for future subcommittee and full SLT meetings.
- The subcommittee will decide on process for getting feedback on incorporation of equity into PM.
- SLT Summer Equity Retreat Report was delivered to SLT members, highlights below:
  - Full-day opportunity to share content from NCPMI and National Pyramid Model Consortium around equity. Slides were shared with SLT members who were unable to participate.
  - Harford County Public Schools is considering incorporating some of the powerful videos watched in the Summer Equity Retreat into their trainings.
  - Retreat evaluation had 13 responses. Participants mentioned they were grateful to receive the information and that it was valuable, and some felt that they needed more time to reflect on the content and material that was discussed.
  - One outcome from SLT Summer Equity Retreat was the following ORID chart on how to infuse equity into PM training content. This was shared and reviewed with SLT members, with some discussion initiated on how this can inform our delineated workplan for the year.

Objective	Reflective
<p>1. What specific words, phrases, images or stats stick out in your mind?</p> <ul style="list-style-type: none"> <li>- Video capturing police arrest of 6 year old girl in school</li> <li>- Native American Map</li> <li>- Racism vs Race</li> <li>- Importance of learning/acknowledging history of race and racism in our country</li> <li>- So many different things stood out, Gilliam's research, expulsion rates, and present day boarding schools for native <u>american</u> youth.</li> <li>- Video of 6 year old's arrest took up most of their conversation. Also discussed Gilliam's research which is so specific to our ECE focused work.</li> </ul>	<p>1. What point was the most sobering? 2. What was your emotional response at the conclusion of the presentation?</p> <ul style="list-style-type: none"> <li>- Map and Police Body Cam Video of 6 year old arrest</li> <li>- Response: desire to be part of making it better – how do we move towards progress given the historical view, and that many people are unaware or unconscious of these facts</li> <li>- Daunting as directors and leaders for what next steps are for equity and services</li> <li>- Most sobering: police arrest video of 6 year old, implications on the laws we pass and how they impact children and families. - in response to #2: tiredness. "If I had the luxury, it would be exhaustion!"</li> <li>- Focus of that video – and the different perspectives of the different adults in the video. Did they understand the trauma of that moment or are they just perpetuating it, as it has occurred over generations. Is participating in this practice "preparing her" for the world, or perpetuating trauma? - Brought up the PM concept/benchmark on choices – and some educators give feedback in their cultures about are choices what are offered/taught? You teach a particular way of responding, especially with police, that does not involve choice. Might make shifts within the experience, but it is still intimidating. Tied to slavery practices. So huge, how do we handle it.</li> </ul>
Interpretive	Decisional
<p>1. How did it challenge or affirm the way we work? 2. What new vantage point has the presentation provided?</p> <ul style="list-style-type: none"> <li>- Affirmed that we have to get to the hearts of people, as that is how REAL change will happen and to be intentional about equity. <i>Bottom up or top down efforts?</i></li> <li>- Equity not just reserved as a hot topic but FOUNDATIONAL to our work</li> <li>- A lot of the presentation affirms the work that the SLT is doing as well as engaged agencies throughout the state</li> <li>- Challenge: how to concretely focus on equity. Need to be specific about HOW.</li> <li>- Visuals of presentation added to impact of concepts presented.</li> <li>- Outside perspectives are helpful – especially when it comes to bias.</li> </ul>	<p>1. What's the next step in integrating equity concepts into our Pyramid Model Leadership Team? 2. What can we do to bring some of the recommendations/considerations into our Pyramid Model State Leadership Team work?</p> <ul style="list-style-type: none"> <li>- How do we infuse some of the content presented today into the PM training content. Incorporating a land acknowledgement can help dismantle some assumptions from the beginning of the training.</li> <li>- Opportunity to approach service delivering agencies about how they approach equity within their agencies – letting systems know about the multi-tiered PM approach</li> </ul>

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## Action Planning

- 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)
- BoQ #31: The SLT develops mechanisms for family members to provide feedback at least annually on the quality of the EBPs experienced by their children. Link to Family Engagement Plan for Implementation Sites.
- Maryland's Pyramid Model Implementation Survey: Survey of program PM implementation status was originally developed by SLT in July 2021. The SLT members present today continued to reviewed and edit to ensure that program types drop-down is comprehensive, location delineated by zip code and racial/ethnic demographics of providers and children. UMB PIEC team will provide additional questions about equity for SLT reaction in order to finalize the survey in the next meeting.



- Looking forward to Phase 2 Workgroups
- Readiness criteria development will take place after implementation survey data is available.
- Equity Assessment Plan will be developed by Elevating Equity Subcommittee.
- Family Engagement Subcommittee development: UMB SSW has a list of SLT members who are interested in working on the Family Engagement Plan and will follow up with SLT to form a Family Engagement Subcommittee.

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

Adjourned

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**Next Meeting:** September 14, 11:30 AM – 1:00 PM, Zoom