

Maryland Pyramid Model State Leadership Team Meeting

Date Tuesday, October 4, 2022 | *Time* 11:30 AM – 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 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.

Attendance: Angela Brewer, *Judy Center Learning Hub at RME*; Margo Candelaria, *UMB SSW*; Don Corbin, *MSDE*; Ashley Fehringer, *UMB SSW*; Meredith Holmes, *Anne Arundel County Public Schools*; Kelly Hutter, *Promise Resource Center*; Angelique Kane, *UMB SSW*; Deborah Langer, *MSDE*; Sheila Maness, *Prince George's County Child Resource Center*; Mary Manning-Falzarano, *Montgomery County's Infant & Toddlers Program*; Lydia Nunn, *Prince George's County Public Schools*; Kym Nwosu, *Howard County Public Schools*; Kristen Paul, *Parent's Place of Maryland*; Melissa Romano, *Harford County Public Schools*; Lisa Shanty, *MSDE & IDEALS*; Kate Sweeney, *UMB SSW*; Nyrobi Tyson, *UMB SSW*; Rachel Vannatta, *UMB SSW*; D'Lisa Worthy, *Behavioral Health Administration*

The meeting was initiated, and members present were invited to sign in within the chat.

The Minutes were reviewed. A revision was made to the agency listed for Meredith Holmes. The minutes were ratified with revision from the September 2022 meeting.

Administrative BoQ Items for 2022

1. The Maryland Pyramid Model Annual Report is being drafted. A graphic will display the logos of the membership organizations that make up the Maryland Pyramid Model State Leadership Team. When the report is published there will be accompanying language like "Logos from each member organization have been used to represent the MD PM SLT, but do not indicate endorsement of this report." *Membership logos can be sent to akane@ssw.umaryland.edu.*
 2. A [TEAMs channel](#) has been created for the SLT. We trouble shot some long in/access issues, and shared that members should use the online version, rather than the desktop versions of Microsoft Teams for access to shared documents.
 3. A Save-the-Date was announced for the December BoQ Retreat on December 6, 2022. A poll was conducted to determine if the retreat will take place in-person, virtually, or hybrid. The final vote was: In-Person (4), Virtual (4), and Hybrid (5). Several members voted "Hybrid" because they would determine how they attend once the venue for the retreat has been announced. It was agreed that we would share more details about a location to provide additional context for the decision next month.
 4. Upcoming Subcommittee Meetings dates and times were review and members were again invited that if *they are interested in attending any of these meetings, please contact akane@ssw.umaryland.edu and she will align you with the appropriate PIEC team member who can share the calendar invitation for the meeting:*
 - Elevating Equity (1st Mondays @ 3 PM): Monday, November 7th, 3 – 4 PM
 - Professional Development (1st Wednesdays @ 1 PM): Wednesday, November 2nd, 1 – 2 PM (***The October meeting has been cancelled.***)
 - Fidelity & Evaluation (2nd Thursdays @ 11 AM): Thursday, November 14th, 11 AM – 12 PM
 - Family Engagement (4th Thursdays @ 1 PM): Thursday, December 8th, 1 – 2 PM
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Announcements & New Resources

1. NCPMI Updates
 - a. Webinar Watch:
 - i. Within the Framework Series: [Inclusive Routines for Early Care and Learning Environments](#)
 - b. New Resources
 - i. [New Pyramid Model Visual](#)
 - ii. [New Teacher's Guides](#)
2. MD Pyramid Model
 - a. The recording for “[Setting Your Classroom Up for Success – Back to School Webinar](#)” that was offered to support the early education workforce support as they return to schools, is available. The recording can be viewed [here](#).
3. Job Announcements
 - a. The PIEC Team is recruiting for: Research Coordinator, Research Analyst (SRA/LRA), Open rank Trainers (1-3), Program Managers (2), and Program Specialists (1-2). Full job descriptions and the links to apply are available here: <https://theinstitute.umaryland.edu/about-us/employment-opportunities/>
 - b. The Family Tree is recruiting for an Infant and Early Mental Health Consultant. The full job description and link to apply is here: <https://easyapply.co/a/b6de80b4-2b96-4776-b592-b2c3d66b4322>
 - c. Project ACT is recruiting for two positions: Full-Time LMSW/LGPC and a Part-Time LCSW/LCPC. The full job descriptions and links to apply are here:
 - i. Full-Time LMSW/ LGPC: <https://recruiting.paylocity.com/Recruiting/Jobs/Details/1259967>
 - ii. Part-Time LMSW/ LGPC: <https://recruiting.paylocity.com/Recruiting/Jobs/Details/1259907>

Implementation Site Pilot Timeline

The PIEC team updated the SLT on progress related to launching the Maryland PM Implementation Site Pilot. A timeline was shared regarding the selection of a maximum of five (5) Implementation Sites. This PM Implementation Pilot is anticipated to take between 2-3 years. Child care programs that serve the age range of Birth-5, have little to no experience with the Pyramid Model, and have interest in being an initial Implementation Site are encouraged to apply and should contact ksweeney@ssw.umaryland.edu for further instructions.

Maryland Pyramid Model SLT Structure

During the September 2022 meeting, Kate Sweeney presented two proposals to adjust the SLT structure. It was proposed and agreed upon to wait for the October meeting to allow non-present members the ability to be aware of both votes and weigh in if they want. As discussed over the course of the past two meetings, the two concepts of:

1. Adding a chair and vice chair position to offer rotating leadership of our SLT (with ongoing concrete and logistical support from the PIEC team)
 - i. VOTE: (Yes/No) Move forward with the structure of chair or vice chair and spend some time within the SLT to formalize this process.
 - ii. RESULTS:
 - a. Yes (18)
 - b. No (0)
 - iii. FOLLOW-UP: A group will be created to work on how/when to initiate.
2. The application of term limits to executive committee participation (see chart) to ensure the opportunity for varying participation and therefore increasing access for jurisdictions, programs and people involved in this work across the state
 - i. VOTE:
 1. (Yes) Add term limits to the executive committee to be initiated at the end of 2023, allowing first for time to recruit more participation into the subcommittees

2. (Yes, with conditions) Add term limits as stated above (but) holding certain positions (mentioned in the BOQ or related to MD Administration) agnostic of this rule
 3. (No) Prefer to wait to revisit term limits for Exec Committee Membership and first focus on engaging more diverse and varied participation on the subcommittees
- ii. RESULTS:
- a. Yes (1)
 - b. Yes, with conditions (6)
 - c. No (12)

Engaging Individuals in Subcommittees

Subcommittees have been successful. SLT Members are being encouraged to extend an invitation to colleagues with an interest in any of the subcommittees' work groups and activities. Potential subcommittee members should send an email to akane@ssw.umaryland.edu to have their names added to the subcommittee listserv.

Elevating Equity Subcommittee Report

EESC's Proposal for Continuing to Explore White Supremacy Culture Components

- The EESC will develop meeting guidelines for the executive subcommittee to review that would guide the Subcommittee meetings
- EESC will review characteristics of white supremacy culture at monthly meetings to increase team member's knowledge base and capacity
- EESC members will be responsible for reviewing SLT and Subcommittee products for characteristics of white supremacy and for "calling out" instances of white supremacy culture as they occur in our meeting
- EESC will keep track of process and document in a report



SLT Annual Work Plan Review

The SLT reviewed the current workplan for 2022, which includes the following priorities:

4. *BoQ Item #14 – The SLT action plan includes strategies for institutionalizing and embedding EBPs into state infrastructures such as Quality Rating Systems and Early Learning Guidelines, etc. [Sustainability planning & Scale-up Stage]*
 - a. Meetings with key partners continue to work on this process.
5. *BoQ Item #30 – The SLT develops and employs mechanisms for communicating with families about the initiative. [Every Stage]*
 - a. The Family Engagement subcommittee will be partnering with partner agencies to develop resources and initiate including family voice into the SLT. Conversations are being had to offer stipends to family members who participate in SLT activities.
6. *BoQ Item #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 [Initial Implementation Stage]*
 - a. The Implementation & Demonstration Site subcommittee is working on a guidance document to assist with navigating this process. Current activities include the development of readiness criteria, selection procedures, and the recruitment of sites.
7. *BoQ Item #38 – The SLT develops statewide EBPs training capacity that includes providing ongoing training and support for Program Coaches who, in turn, train and support community and program staff and Leadership Teams. [Implementation Stage]*
 - a. The process to recruit a pool of Program Coaches is underway.

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

Adjourned

Next Meeting (Quarterly): Tuesday, November 1, 2022, 11:30 AM – 1 PM, Zoom