

Maryland Pyramid Model State Leadership Team Meeting

Date Tuesday, September 13, 2022 | Time 11:00 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 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: Angela Brewer, *Judy Center Learning Hub at RME*; Mary Rose Catena, *Montgomery County Public Schools*; Don Corbin, *MSDE*; Lacey Egerton, *Maryland Family Network*; Ashley Fehringer, *UMB SSW*; Meredith Holmes, *Parent's Place of Maryland*; Helma Irving, *Montgomery County Infants & Toddlers Program*; Velma Jones, *Prince George's County Public Schools*; Angelique Kane, *UMB SSW*; Sheila Maness, *Prince George's County Child Resource Center*; Candace Place, *Anne Arundel Community College*; 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 and ratified from the August 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 similar to "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. Upcoming Subcommittee Meetings dates and times were review and members were again invited that if *they are interested in joining 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, October 3rd, 3 – 4 PM
 - Professional Development (1st Wednesdays @ 1 PM): Wednesday, October 5th, 1 – 2 PM
 - Fidelity & Evaluation (2nd Thursdays @ 11 AM): Thursday, September 15th, 11 AM – 12 PM
 - Family Engagement (4th Thursdays @ 1 PM): Thursday, September 22nd, 1 – 2 PM
 - Implementation & Demonstration Site (4th Mondays @ 2 PM): Monday, September 26th, 2 – 3 PM

Announcements & New Resources

- NCPMI has been awarded a 5-year renewal! Some of their new resources were shared including:
- [New Pyramid Model Visual](#)
- [Talking to Very Young Children about Race \(Spanish\)](#)

- [Families: Let's Talk Expectations! \(Spanish\)](#)
- [Leadership Team Implementation Plan \(EI\)](#)
- The PIEC team shared that the link for the recording of "[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 still forthcoming and that a link will be shared for further dissemination soon.

ARPA Funding for Pyramid Model Implementation Sites

The UMB SSW PIEC team shared that 6 million in ARPA dollars (federal recovery funds) has been committed over 2 years (FY 23 - 25) to deepen and expand both the PM implementation efforts and IECMH Consultation workforce, as well as the infrastructure around them including across the state. Activities funded here include:

- Dollars to support a pool of PM coaches for both classroom and program coaching within implementation sites
- Dollars to support stipends for teacher coaching time
- Dollars to support stipends for leadership team time
- Contract with marketing firm to support the development of a messaging campaign for PM and IECMH Consultation
- Efforts to align CCRC TA, PM and IECMH Consultation
- Maryland PM Conference

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. Additionally, the PIEC team shared that recruitment for Program Coaches has begun. This PM Implementation Pilot is anticipated to take between 2-3 years. An informational packet with more details will be shared for dissemination to potential programs for selection.

Considerations:

- Would centers in high schools be allowed to apply if they are not licensed?



PM Related Funding Opportunities

There is a new RFP from MSDE – Maryland Rebuilds: Grant Opportunity Transforming Maryland’s Early Childhood Education System for the Future. This funding opportunity offers several separate categories listed below.

- Expanding Access to Quality Child Care
- Early Learning Models of Excellence
- Expanding Mental Health Supports and Services
- Growing a Highly Effective Child Care Workforce

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- Boosting Family Child Care
 - Advancing a Coordinated Prekindergarten Enrollment System

SLT Members were invited to share verbal updates on their agency's/program's progress related to PM Implementation, Training & Coaching:

- *Montgomery County Public Schools* was able to use their recovery funds to train all of their Pre-K staff this summer. With support from members of the PIEC Team, they were able to facilitate a Community of Practice for up to 32 people and will develop four (4) group coaching cohorts and two (2) internal coaches.
- *Montgomery County Infants & Toddlers Program* are continuing efforts to infuse the Pyramid Model in all their programming. Staff members are beginning to regularly use social stories with the toddlers and supporting families as they integrate the social stories at home. The social stories are being introduced in group settings, when talking through emotions, and for children transitioning into Part B group care by all of the staff including the Occupational Therapists and Speech Therapists. A new practice during staff meetings is to reflect on strategies being used to implement the Pyramid Model.
- *Prince George's County Child Resource Center* has been completing all three (3) of the online Pyramid Model Modules as a group.
- *Harford County Public Schools* completed an initial training cohort this summer with staff new to Pre-K and Kindergarten. During the first week of Sept, Ashley Fehringer did a session on Tier 1 supports as a refresher with all of the Pre-K, General Education, Special Education, and Paraeducators prior to the first day of school. Their BCBA also did a hands-on session on Tier 3 supports. Participants were very receptive. Their coaches will be meeting soon to begin scheduling times to meet with teachers.
- *Anne Arundel Community College* offered to be considered by the SLT to host any Pyramid Model events in the future. Also, there is an interest for multiple staff members to participate in any upcoming Pyramid Model Train the Trainer (TOT) workshops.
- *UMB SSW PIEC Team* is revising the curriculum to include and consider equity, diversity, and anti-racism components that will be available for new and recertifying trainers.

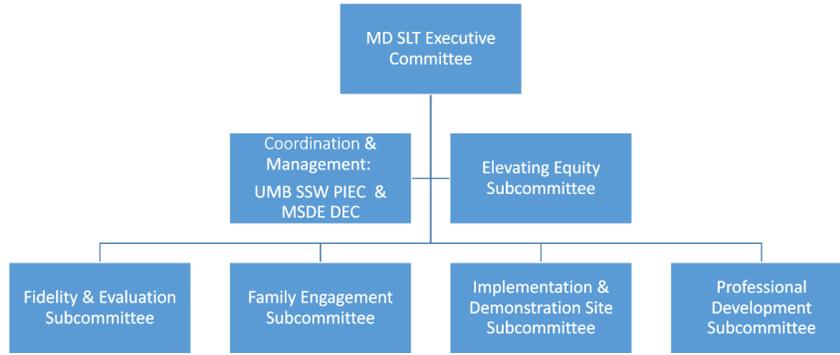
Pyramid Model Employment Opportunities

The PIEC team shared a number of open job postings related to positions with the PIEC team to support this work:

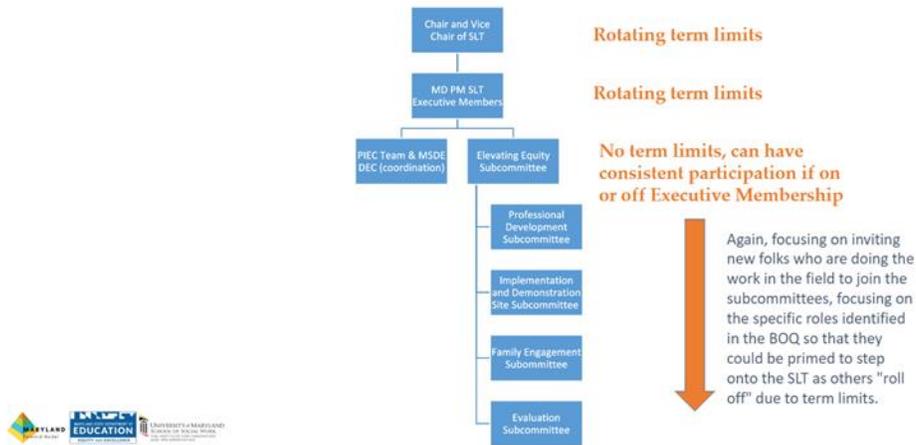
- Part Time Contractual – Implementation Site Program Coaches
- Full Time PIEC Positions
 - Research Coordinator (link forthcoming)
 - Research Analysts (link forthcoming)
 - Several on our programmatic and training side to come soon!
- Family Tree – [IECMHC Consultant](#)
- Project ACT
 - [Full time LMSW/LGPC](#)
 - [Part time LCSW-C/LCPC](#)

Maryland Pyramid Model SLT Structure

MD PM SLT *Current* Structure



Proposed MD PM SLT Structure to Discuss



Kate Sweeney presented two proposals to adjust the SLT structure, detailed below:

- Chair and Vice Chair Positions
 - Chair and Vice Chair Positions allow for rotation of leadership on the SLT
 - Chair would work monthly with the PIEC team on meeting agenda, prioritizing items on the annual work plan.
 - Chair would lead the annual BOQ retreat and discuss.
 - PIEC Team will support administratively with meeting agenda, facilitation of subcommittees with co-chairs, tracking annual work plan, etc.
 - Vice Chair participates in these activities then moves into the role of the chair after 2 years.
- Term Limits
 - NCPMI advises for a relatively small executive SLT membership, while also engaging the various categories of roles listed in the BOQ
 - We created the subcommittee structure last year in an effort to have working meetings that elevated members expertise in alignment with the BOQ
 - At the retreat the idea was shared to have term limits (ex. 2 years on, 2 off), but engagement on the subcommittees could be constant.
 - This would allow for variation of access to the executive SLT membership.

How could term limits work?

- From September on, active recruitment of non-SLT engaged folks who are doing PM work to join subcommittees.
- In January 1/3 of the membership would voluntarily step down from the Exec Committee and remain engaged in the subcommittee work and continue to attend these quarterly mtgs.
 - Those members would self-select in November, allowing for 2 months for the SLT to recruit folks to step into the vacating roles, ensuring that we are considering the roles and equity and regions, etc.
- This would occur every 2 years with folks rotating on and off.
- With broader subcommittee engagement, those folks would be tapped to "step up" onto the Exec Committee



Kate detailed the two considerations to add before open discussion. The first that term limits could go in effect next year to allow time to work out the logistics surrounding the nuances related to member organization assignments, duties, and rotations.

Discussion: Members were receptive to the Chair and Vice Chair positions. It was asked if Executive Committee members be required to participate in a subcommittee. Discussion confirmed that when we introduced subcommittees, it was decided that membership in a subcommittee was voluntary and not required. 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.

Subcommittee Reports

- Elevating Equity Subcommittee

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 SLT and 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



- Fidelity & Evaluation Subcommittee
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Fidelity and Evaluation Subcommittee

- Ongoing work on public facing annual report
 - *NOTE: for this Angelique requested member organization logos for this!*
- Goal of dissemination by November
- Will come to SLT for guidance/brainstorming on dissemination plan and opportunities



Family Engagement Subcommittee

Family Engagement Subcommittee

- Discussed focus of subcommittee – to support PM engaged programs to engage families in their leadership teams and programming as well as address BOQ items. (Document Started)
- Discussed importance of family voice on subcommittee (STIPENDS) and working with Parents Place to facilitate that with PIEC funding.
- Added questions to the post-survey of families that have engaged in the new PSF trainings and will review those quarterly.
- Will be working on "packaging" Spanish language translation of PSF handouts.



Supporting Family Engagement Document

Structure of the document:

- Statement on importance of family engagement, acknowledging that it is difficult to implement, and here is some concrete guidance to support ECE programs to accomplish this important goal. There are lots of materials and resources aimed at families, that ECE can send home, but we felt it necessary to disseminate this document to support the **how** of truly engaging families.
 - Focus on 3 categories:
 - How to engage families at the Programmatic Level
 - How to engage families at the classroom level
 - How to solicit feedback from families
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- Implementation & Demonstration Sites Subcommittee



Implementation and Demonstration Site Subcommittee

- Reviewing and discussing the NY Implementation Site Guide to inform Maryland specific implementation site guide
 - Intro section about the model in Maryland coaching draft complete
 - The document will be a guide that can be adjustable to the needs of specific programs
- Discussing what an implementation site is and what they are committing to
- Discussing our process for recruiting sites including:
 - Discussing readiness criteria

- Professional Development Subcommittee

Professional Development

- Pyramid Model Equity Updates
 - Module 1 under review
 - Module 2 in progress
- Maintaining training certification
 - TOT every 4 years
 - Menu of Pyramid Model activities to maintain engagement between TOTs
 - Coaching
 - Pyramid Model training (modules)
 - PIWI training
 - PSF
 - Check in if no activities reported
- Additional training supports around equity
 - MAEC
 - PMC equity training module
 - Others?

SLT Annual Work Plan Review

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

- *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]*
 - Meetings with partners will resume to continue exploring this process.
- *BoQ Item #30 – The SLT develops and employs mechanisms for communicating with families about the initiative. [Every Stage]*
 - The Family Engagement subcommittee is reviewing resources from NCPMI to learn if there are materials that inform families about the Pyramid Model and how to have those conversations with families. Next steps include creating a series of informational handouts or guidebook for families.
- *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]*
 - The Implementation & Demonstration Site subcommittee is working on a guidance document to assist with navigating this process.
- *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]*
 - 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, October 4, 2022, 11:30 AM – 1 PM, Zoom