

Maryland SEFEL Pyramid Model State Leadership Team Annual Retreat

Date Tuesday, January 4, 2022 | *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*; Margo Candelaria, *UMB SSW*; Don Corbin, *MSDE*; Lacey Egerton, *Maryland Family Network*; Ashley Fehringer, *UMB SSW*; Angelique Kane, *UMB SSW*; Deborah Langer, *MSDE*; Mary Manning-Falzarano, *Montgomery County Infant & Toddlers Program*; Lydia Nunn, *Prince George's County Public Schools*; Kristen Paul, *Parent's Place of Maryland*; Melissa Romano, *Harford County Public Schools*; Kate Sweeney, *UMB SSW*; Rachel Vannatta, *UMB SSW*; D'Lisa Worthy, *Behavioral Health Administration*

The Minutes and Bylaws were reviewed and ratified from the December 2022 Retreat.

Announcements

1. NCPMI Updates
 - General Registration for NTI (April 19-22, 2022) is full but there is still space in the pre-conference workshops. [Click here to register.](#)
 - Attendees from Maryland are encouraged to complete a form to stay in communication about the planning of a Maryland Meet-up during the conference. [Click here to complete the form.](#)
2. PIEC Team members will be presenting at a NCPMI Webinar to share how the [State Leadership Team Equity Inventory](#) Tool is guiding Pyramid Model efforts in Maryland. The webinar is scheduled for January 27, 2022 at 12 PM. [Register here.](#)
3. Spanish translations of the Positive Solutions for Families materials will be released soon. More details will be forthcoming through the Family Engagement subcommittee.

Subcommittee Updates

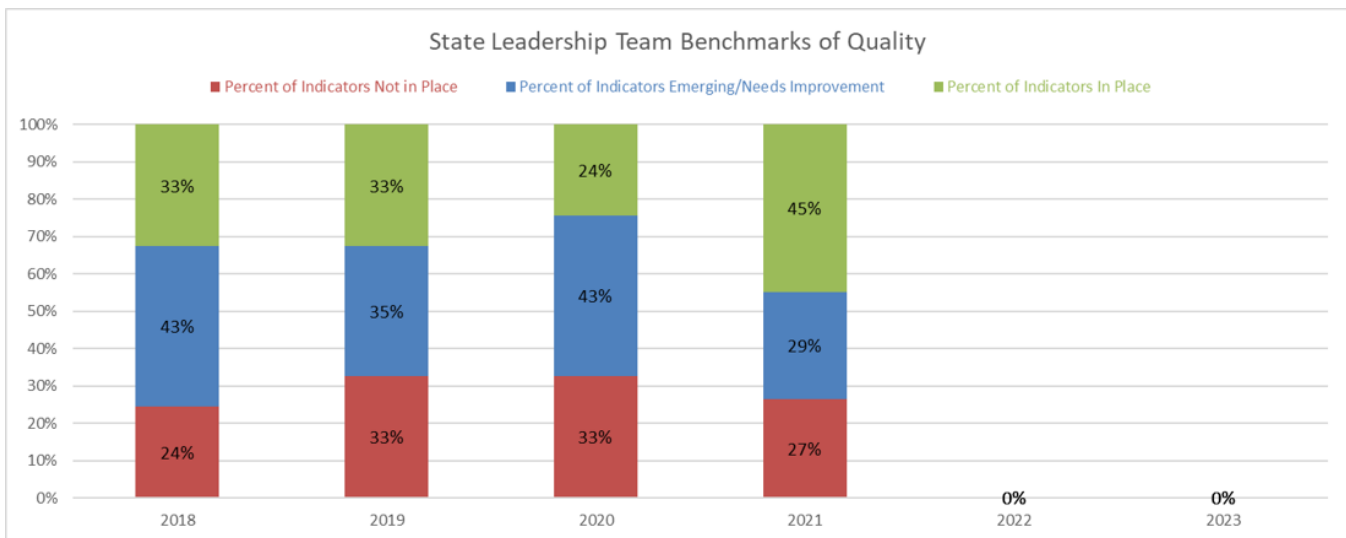
- The next Quarterly Meeting will be held in March 2022 to share subcommittee reports and accomplishments.
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- The January meeting tasks for subcommittees include developing a workplan for related sections of the BoQ (as it relates to the overarching SLT goals) and continuing to work on the initial goals developed in 2021.
- Upcoming Subcommittee Meetings:
 - Fidelity & Evaluation: Thursday, January 6th 11:00 – 12 Noon
 - Family Engagement: TBD – *planning email sent on January 3rd to members*
 - Implementation & Demonstration Site: Monday, January 24th 2:00 - 3:00 PM
 - Professional Development : Wednesday, January 5th 1:00 – 2:00 PM

BoQ Updates

- Number of "in place" items higher in 2021 than prior years
- Items labeled "not in place" remain steady
- Highlights: members know vision and mission, 75% attendance, orientation and succession planning, adequate staffing, agencies' goals align with PM, members can make decisions on behalf of their agencies, agencies support PM work

Domain	Number of Items	Number of "In Place" Items			
		2018	2019	2020	2021
State Leadership Team	27	13	13	11	20
Family Engagement	4	1	1	1	1
Implementation and Demonstration Programs/ Sites	4	1	1	0	0
Professional Development	8	0	0	0	0
Evaluation/ Data-Based Decision-Making	6	1	1	0	1
Total	49	16	16	12	22



Focus BoQ Items for the Year

	2018	2019	2020	2021
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]	1	1	0	1
30. The SLT develops and employs mechanisms for communicating with families about the initiative. [Every Stage]	0	0	0	0
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]	0	0	0	0
38. The SLT develops statewide EBPs training capacity that includes providing ongoing training and support for Program Coaches and Trainers who, in turn, train and support community and program staff and Leadership Teams. [Implementation Stage]	1	1	1	1

Development of the 2022 Action Plan

The 2021 Action plan was reviewed, completed items were removed and next steps for items in progress were discussed.

Work Plan for SLT Executive Committee

The SLT Executive Committee discussed sustainability as it relates to BoQ #14 (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]*)

- Activities included:
 - Meetings with MSDE, MFN, JHU IDEALS, Local CCRCs
 - Alignment with Standards and drafting edits to standards (Child care standards, early learning standards, EXCELS)
 - Connecting with other states that have embedded PM into Child Care standards (connections through PMC)
 - Statewide or pilot role out
 - How to monitor
 - Creating a Pyramid Model badge (increase knowledge and awareness), what incentives would there be for the providers? (to increase participation)
- Rob Corso of the National PM Consortium shared state examples where the Pyramid Model is embedded within Child Care QRIS criteria.
 - Montana still needs a CQI focus and very descriptive in terms of number of trainings but not really in terms of application of practices.
 - New Jersey writes in a lot of options for tools within their QRIS specifically states the TPOT and TPITOS to be used within those components. Also, there was a lot of opportunities around improvement and orientation to the Pyramid Model.

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- Wisconsin has the biggest focus on social emotional development and a lot of those practices can be Pyramid Model or can be other models.
 - Oklahoma was the first state to embed the Pyramid Model in their QRIS system and they have a high emphasis of implementation. Pyramid Model practices are introduced in Level 2. Level 4 includes Practice-Based Coaching as mandated as well as consultation being plugged into existing workforces and best practices within those systems.
 - New Hampshire has dedicated state PDG funds to embed the Pyramid Model into each of their state's 4 tiers of QRIS accreditation.
 - PMP Step 1 – Readiness (an administrator + 25% of eligible staff completed at least 2 modules of Pyramid Trainings)
 - PMP Step 2 – Adoption (above steps + established Leadership Team and BOQ Completed)
 - PMP Step 3 – Implementation (above steps + TPOT/TPITOS in at least one classroom + 50% staff completed trauma informed care and implicit bias trainings)
 - PMP Step 4 – Fidelity (above steps + Pyramid Model practices are being implemented to fidelity as evidenced by TPOT or TPITOS data + 50% of staff completed PTR-YC training)
 - Question: Are coaches embedded or available at the program level?
 - Question: Is early learning considered?

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

Adjourned

Next Meeting: Tuesday, February 1, 2022, 11:30 AM – 1:00 PM, Zoom