

# Maryland Pyramid Model State Leadership Team Quarterly Meeting

*Date* Tuesday, June 7, 2022 | *Time* 11:00 AM – 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*; Margo Candelaria, *UMB SSW*; Ashley Fehringer, *UMB SSW*; Meredith Holmes, *Parent's Place of Maryland*; Kelly Hutter, *Promise Resource Center*; Lydia Jones-Nunn, *Prince George's County Public Schools*; Angelique Kane, *UMB SSW*; Deborah Langer, *MSDE*; Sheila Maness, *Prince George's County Child Resource Center*; Mary Manning-Falzarano, *Montgomery County Infants & Toddlers Program*; Kristen Paul, *Parent's Place of Maryland*; Candace Place, *Anne Arundel Community College*; Melissa Romano, *Harford County Public Schools*; Lisa Shanty, *MSDE & IDEALS*; Kate Sweeney, *UMB SSW*; Rachel Vannatta, *UMB SSW*; D'Lisa Worthy, *Behavioral Health Administration*

## SLT Member Updates

- Montgomery County Infant & Toddlers Program is continuing with Practice-Based Coaching (PBC) efforts with staff.
- Behavioral Health Administration's Child, Adolescent and Youth Services (CAYAS) completed the Pyramid Model modules at University of Maryland College Park campus with preservice teachers.
- Parents' Place of Maryland is currently compiling resources related to resiliency, self-care, and mental health of parents, providers, and children.
- Prince George's County Public Schools is working with their community partners: Lourie Center and Prince George's County Resource Centers.

**The Minutes were reviewed and ratified from the May 2022 meeting.**

## Administrative BoQ Items for 2022

- Upcoming Subcommittee Meetings are listed below. *If you are interested in joining any of these meetings, please contact [akane@ssw.umaryland.edu](mailto:akane@ssw.umaryland.edu) and she will align you with the appropriate PIEC team member who can share the calendar invitation for the meeting:*
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- Elevating Equity (1<sup>st</sup> Mondays @ 3 PM): July 11<sup>th</sup>, 3 – 4 PM
  - Professional Development (1<sup>st</sup> Wednesdays @ 1 PM): July 6<sup>th</sup>, 1 – 2 PM
  - Fidelity & Evaluation (2<sup>nd</sup> Thursdays @ 11 AM): August 11<sup>th</sup>, 11 AM – 12 PM
  - Implementation & Demonstration Site (4<sup>th</sup> Mondays @ 2 PM): TBA
  - Family Engagement (4<sup>th</sup> Thursdays @ 1 PM): July 28<sup>th</sup>, 1 – 2 PM

### **Announcements & New Resources**

1. Resources
  - a. [New NCPMI Spanish Language Resources](#)
2. Webinar Opportunity
  - a. NCPMI Within The Framework Webinar: [Understanding Trauma Informed Care and the Pyramid Model: Supporting Resilience in Early Intervention](#)
3. Job Postings
  - a. [Lourie Center](#)
  - b. [IECMHC](#)

### **Committee Reports**

#### 1. Elevating Equity Committee

The subcommittee has been meeting to define language around anti-racism and equity and illustrate antidotes for how inequity shows up in early childhood. The terms discussed in the most recent meeting are outlined in the [Defining Equity and Anti-Racism in Early Childhood](#) document.

An Equity Retreat is being planned for July 12<sup>th</sup> from 11 AM – 1 PM. The meeting will take place of the July Executive Committee meeting. The meeting objectives will include:

- Discuss components of white supremacy culture and how they impact early childhood and our work within it
- Review NCPMI's State Equity Inventory and analyze MD SLT's current equity priorities
- Review current draft of the subcommittee's Defining Equity Document and discuss dissemination

#### 2. Fidelity & Evaluation

The subcommittee has been focused on creating the first Maryland Pyramid Model Annual Report and developing a dissemination plan. The report will be a summary for the 2021 calendar year and will include a sections highlighting the work done by the SLT Elevating Equity Committee and include data that is generally included in the quarterly reports such as the number and type of trainings offered, the number of participants, and engagement from the website, newsletter, and social media accounts. Additionally, more information will be shared regarding the work done in individual jurisdictions.

Invitations have been extended to professionals outside of the SLT membership with knowledge beneficial to specific goals and/or action items.

Success stories will be added and should be forwarded to [jafkinich@ssw.umaryland.edu](mailto:jafkinich@ssw.umaryland.edu).

#### 3. Family Engagement

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## 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.
- Discussed importance of family voice on subcommittee (STIPENDS)
- Maintaining connection with MSDE's DEC Family Engagement Efforts and resources
- Starting with survey of families that have engaged in the new PSF trainings (since they know the PM content) to ask how they found the content, and what additional supports they would like.



## 4. Implementation & Demonstration Sites

### Implementation and Demonstration Site Subcommittee

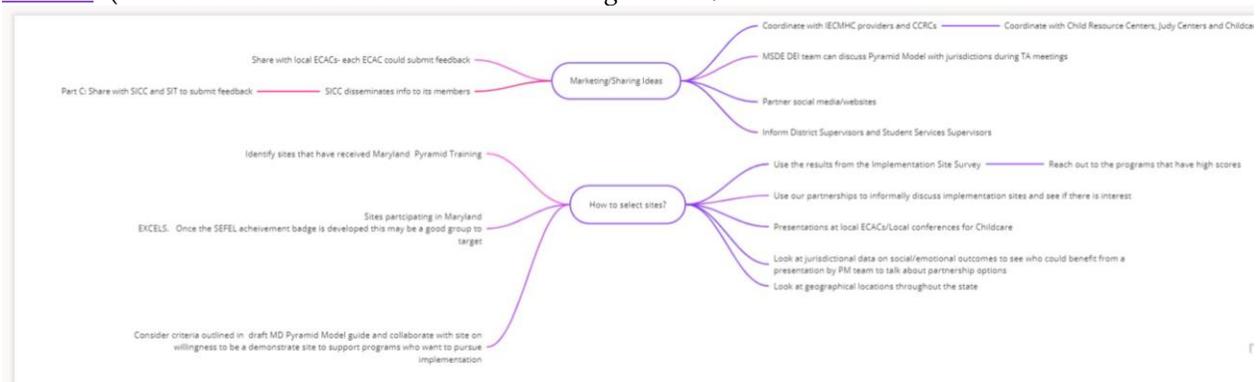
- Editing the NY Implementation Site Guide to be Maryland Specific
  - Our specific training model
  - Available trainers/coaches
  - Inclusion of equity items
- Aim to complete first draft by end of July
- Review by Elevating Equity and Family Engagement Subcommittees
- The document will be a guide that can be adjustable to the needs of specific programs
- How to get feedback on sections for Part C folks and childcare folks?



### Suggestions offered:

- Creating a decision tree with a menu of options for programs to allow customization for their individual needs
- Feedback can be collected by distributing a survey through the State Interagency Coordinating Council and throughout the SLT members, agencies and networks.

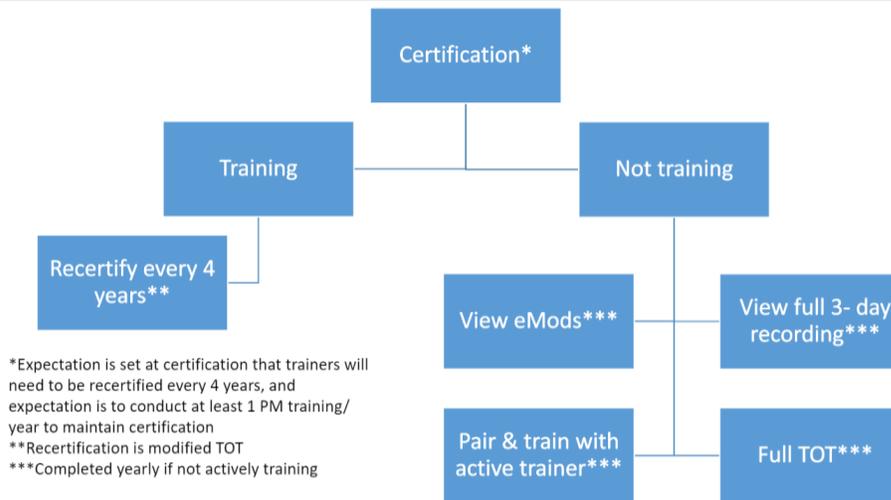
SLT Members participated in a [Miro Activity to share ideas about marketing and site selection criteria](#). (Click on the link to view and read the image below.)



## 5. Professional Development

# Professional Development

- Roll out of updated PM training curriculum
  - TOT for new PM trainers
    - Standard TOT
  - TOT for recertifying PM trainers
    - Modified TOT to emphasize why edits have been made and where, specifically in the curriculum the changes are
    - Agreement for trainers to use new content moving forward
- Ongoing support for Trainers
  - MAEC training
  - Drop in office hours
- Maintaining Pyramid Model Trainer Certification



Discussion included brainstorming on strategies to implement this model without overwhelming the workforce as it relates to recertifications while maintaining the obligation to update content for trainers statewide based on national standards. Feedback given from some members that there was a preference to not have the eMods and pairing option and just use the TOT model. Discussion will continue.

## The [2022 SLT Work Plan](#) was reviewed to show progress on 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]

- The regular meetings with MSDE, MFN, JHU IDEALS, and local CCRCs will resume again shortly.
- The rollout of the draft of the updated Early Learning Standards is pending and follow-up will be done with MSDE's Division of Early Intervention and Special Education Services for an update.
- Connections have been made with other states to learn about ways they've embedded the Pyramid Model into Child Care Standards.
- Once the Implementation & Demonstration Site Guidelines are developed, they will be transferred into a PowerPoint presentation for sharing.

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

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**Adjourned**

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**Next Meeting:** Elevating Equity Retreat, Tuesday, July 12, 2022, 11 AM – 1 PM, Zoom