

Quarterly Maryland Pyramid Model State Leadership Team Meeting

Date Tuesday, August 1, 2023 | *Time* 11:30 AM – 1 PM | *Location* Zoom

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: Cindy Bouchard, *Howard County Public Schools*; Mary Rose Catena, *Montgomery County Public Schools*; Elizabeth Chambers, *UMB SSW*; Don Corbin, *MSDE*; Vicki DiSanto, *MSDE EXCELS*; Lacey Egerton, *Maryland Family Network*; Ashley Fehringer, *UMB SSW*; Martha Hartlaub, *UMB SSW*; Meredith Holmes, *Anne Arundel County Public Schools*; Kelly Hutter, *Promise Resource Center*; Deborah Langer, *MSDE*; Meylin Mejia Cardenas, *Montgomery College*; Sheila Maness, *Prince George's County Child Resource Center*; Wendy Baber, *Montgomery County Infant & Toddlers Program*; Lydia Nunn, *Prince George's County Public Schools*; Kym Nwosu, *Howard County Public Schools*; Kristen Paul, *Parents' Place of Maryland*; Kaymi Plank, *MSDE Judy Center Program Manager*; Melissa Romano, *Harford County Public Schools*; Kate Sweeney, *UMB SSW*; Nyrobi Tyson, *UMB SSW*; Rachel Vanatta, *UMB SSW*; Tiffany Williams, *MSDE*

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

➤ **Administrative BOQ Items**

- The Vision, Mission, and Equity Statements were read and reviewed.
- The July 2023 Meeting Minutes were reviewed and ratified.
- July Equity Retreat agenda was reviewed and reflected upon.
- Land Acknowledgement Activity from the July Equity Retreat was reviewed & resources shared.
 - Team suggestions to increase engagement:
 - Share PM resources at Native American gatherings in the state.
 - Gather related data from MSDE & Child Trends
- Upcoming Subcommittee Meeting dates were shared.

- Elevating Equity Subcommittee (4th Thursday @11:00 AM) August 24th
- Professional Development Subcommittee *Pausing*
- Fidelity & Evaluation Subcommittee (2nd Monday @9:00 AM) August 14th
- Family Engagement Subcommittee (4th Thursday @1:00 PM) August 24th
- Implementation & Demonstration Site Subcommittee (4th Monday @2:00 PM) August 28th

➤ **Announcements & New Resources**

1. **National**

- [Unpacking Coaching Webinar](#) Aug 23rd @3pm
- Newly translated [Teacher's guides](#) Spanish, Hmong, Somali
- Newly translated "[Things to help me stay calm](#)" infographic for families and caregivers translated into Spanish
- New Resource for Infants & Toddlers – [Rex Wrecks It Book Nook Guide](#)

2. **Maryland**

- Implementation Sites Update
 - Official announcement coming soon. Adjustments are being made regarding site participation and coaching.
 - Coaches are working with sites on developing Leadership Teams and working through the BOQ. They continue to identify coaching goals and training plans.
- Pyramid Model Implementation Data System (PIDS)
 - Continuing to move through the process of purchasing the system, awaiting legal approval.
 - PIEC team meets regularly with the National PIDS team to collaborate on further data system enhancements.
- Reminder to send PM work updates to PIEC team to share out in newsletter and social media and potentially present on at a future SLT monthly meeting.
 - Team suggestions for expanding PM message:
 - Private trainers are not aware of PM.
 - Present at MSDE Quarterly Trainer's Meetings.
 - Present at MSDE Monthly Child Care sessions.
 - Pilot new PM content.
 - Collaborate more with Head Start & Patty Centers.

3. **Reviewed stakeholders represented on SLT and discussed who may be missing.**

- Team suggestions:
 - MHSA
 - Family care & center staff
 - Head Start Family Policy Council
 - Homeless Community

4. **Subcommittee Overviews**

- Elevating Equity: PM work is rooted in equity. This committee is currently exploring the characteristics of White Supremacy.
- Professional Development: Meetings are paused to focus on Teacher Prep workgroup.
- Family Engagement: Finalizing document for EC programs on how to engage in the work of family engagement.
- Implementation Site: Working on implementation process manual.
- Data & Evaluation: Exploring equity's importance in data collection and how data can tell a story. Incorporating best practices from those on the ground doing the work.

5. **Highlighting PM Work in the State**

- Team asked for volunteers to present PM work at next SLT meeting in September.

6. **Work Group Invitations**

- Link shared to sign up for workgroups: [Subcommittee & workgroup sign up link](#)
 - Work Groups being formed:
 - Suspension & Expulsion in Early Education Work Group
 - Family Child Care Work Group
 - Teacher Prep Work Group

7. **SLT Executive Committee 2023 Workplan Review**

- Focus on Indicators #26 (Develop List of Stakeholders & Engagement Strategies & Indicator) & #31 (Develop Protocols for Regular Feedback of PM Work)
 - Reviewed stakeholder list.
 - Discussed avenues for collecting feedback.
 - Team suggestions:
 - Subcommittees could provide feedback.
 - Have feedback tool available through organizations represented on SLT.
 - Determine ways that feedback is already being collected – piggyback onto that.
 - Have feedback protocol for Implementation Sites. (ex. Ask site coaches to collect feedback as part of paid role.)
 - Include feedback collection on “rolling agendas” for center staff.
 - Brainstormed how to increase outreach & awareness.
 - How to connect with more stakeholders through a lighter touch of PM.

8. **Meeting Evaluation Survey Shared:** https://umaryland.az1.qualtrics.com/jfe/form/SV_cSeoqN1MJZrBzW5

9. **Meeting Adjourned**

10. **Next Meeting:** Quarterly Meeting – Extended Format: Tuesday, Sept. 5, 2023 from 11-1, via zoom.