***Maryland SEFEL Pyramid Model State Leadership Team***

***Quarterly Meeting***

*Date* Tuesday, April 5, 2022 | *Time* 11:30 PM – 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*; 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*; Kelly Hutter, *Promise Resource Center*; Helma Irving, *Montgomery County Infants & Toddlers Program*; Angelique Kane, *UMB SSW*; Deborah Langer, *MSDE*; Sheila Maness, *Prince George’s County Child Resource Center*; Lydia Nunn, *Prince George’s County Public Schools*; Kristen Paul, *Parent’s Place of Maryland*; Melissa Romano, *Harford County Public Schools*; Lisa Shanty, *MSDE & IDEALS*; D’Lisa Worthy, *Behavioral Health Administration* |
| **SLT Member Updates*** The UMB SSW PIEC Team is working on the inaugural Pyramid Model Annual Report.
* Behavioral Health Administration is teaching the Pyramid Model to undergraduate students at University of Maryland College Park.
* Montgomery County Public Schools began planning for a Summer Pyramid Model Training and the alignment of strategies to the Early Learning Assessment.
* Harford County Public Schools is continuing Pyramid Model coaching with their preschool programs. Coaches are collaborating together and with BCBAs and school psychologists for addressing children with Tier 3 needs. They are working to develop an Infants and Toddlers Pyramid Model Team and exploring additional training in play therapy for I&T social worker to support families following the Pyramid Model.
* Montgomery County Infant & Toddlers Program has an additional representative, Helma Irving, on the SLT to expand the embedding of the Pyramid Model in to their programming.
* Anne Arundel County Infants and Toddlers Program has boots on the ground for supporting families of young children with social emotional needs. They are trying to get a multi-year PD plan in place and include Pyramid Model for Birth-5 Staff.
* Parent’s Place of Maryland is working on pulling parents together for the Family Engagement Subcommittee and finding relevant content (videos, etc) for sharing.
* Promise Resource Center is hosting a social skills playgroup this summer.
* Prince George's County Public Schools District has contracted with a new mental health agency that will support Early Childhood students and families. The agency will be in one Early Childhood Center supporting classroom teachers and supporting children that may be Tier 3.
* Prince George’s County Child Resource Center is currently coaching classroom teachers at a child care program and developing action plans related to their Pyramid Model training and identified goals.

**The Minutes were reviewed and ratified from the March 2022 meeting.****Administrative BoQ Items for 2022*** 2022 Commitment Letters have been distributed. Please review, sign, and forward completed forms to akane@ssw.umaryland.edu.
* SLT subcommittee participation will begin to include other voices. Please share recommendations for an invitation to potential stakeholders related to the established subcommittee goals and activities.
* Upcoming Subcommittee Meetings:
* Elevating Equity (1st Mondays @ 3 PM): March 7th, 3 – 4 PM
* Professional Development (1st Wednesdays @ 1 PM): *March 2nd, 1 – 2 PM*
* Fidelity & Evaluation​ (2nd Thursdays @ 11 AM): *March 10th, 11 AM – 12 PM​*
* Implementation & Demonstration Site​ (4th Mondays @ 2 PM): *March 28th, 2 – 3 PM*
* Family Engagement (4th Thursdays @ 1 PM)​: *March 24th, 1 – 2 PM*
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| **Announcements** NCPMI Updates​ * *NTI 2022 (April 19-22, 2022)*: 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.](https://umaryland.az1.qualtrics.com/jfe/form/SV_6lnh8OlxuKXGntk)
* [Family Child Care BoQ](https://challengingbehavior.cbcs.usf.edu/docs/FCCH_PBS_BOQ.pdf)
* New Spanish materials

Spanish translations of the Positive Solutions for Families materials will be released soon. More details will be forthcoming through the Family Engagement subcommittee. Every SLT member is a representative of the Maryland Pyramid Model. Specifically, the Family Engagement committee had discussions on sharing information and updates from the SLT in statewide meetings and events. All members are encouraged to highlight our work in various settings.**Elevating Equity Committee Report*** Sub-committee of MD PM State Leadership Team to develop list of components of the model to focus on equity efforts and develop a work plan:
	+ ***Discussing document to define language around anti-racism, equity, etc. and what those terms mean in early childhood***
	+ ***Use of the*** [***NCPMI State Equity Inventory Tool***](https://challengingbehavior.cbcs.usf.edu/docs/State-Equity-Inventory.pdf)
	+ Review SLT Vision and Mission
	+ Tracking BIR Data
	+ Updates to Training Content
	+ Updates to Coaching Materials
		- TPOT & TPITOS Crosswalk for Equity Measures
	+ Resources for Families on how to talk about anti-racism with children

**SLT Annual Work Plan** The [Work Plan](file:///C%3A/Users/akane/OneDrive%20-%20University%20of%20Maryland%20Baltimore/Documents/Pyramid%20Model/SLT%202022%20Workplan.xlsx) for the SLT Executive Committee​ was reviewed. The work is being facilitated in the SLT subcommittees. * A team in Microsoft Teams has been created and all SLT Members will be granted access for document and file sharing.

**NCPMI Equity Resources**NCPMI has large selection of equity resources that are supplemental and could be overwhelming to use. A crosswalk or central location is needed and the PIEC Team has created a repository to list resources that are available.* Resources:
	+ [Early Childhood Program-Wide PBS Benchmarks of Quality (EC-BoQ) Cultural Responsiveness Companion​](https://challengingbehavior.cbcs.usf.edu/docs/ECBoQ_Cultural-Responsiveness-Companion.pdf)
	+ [Pyramid Model Equity Coaching Guide​](https://challengingbehavior.cbcs.usf.edu/Implementation/Equity/Guide/index.html)
	+ [State Leadership Equity Inventory​](https://challengingbehavior.cbcs.usf.edu/docs/State-Equity-Inventory.pdf)
	+ [Understanding Common Measures of Disproportionality ​](https://challengingbehavior.cbcs.usf.edu/docs/Understanding-Measures-of-Disproportion.pdf)
	+ [Pyramid Model Program Leadership Team Guidance for Preventing the Use of Suspension and Expulsion and Promoting Equitable, Inclusive, and Culturally Responsive Practice](https://challengingbehavior.cbcs.usf.edu/docs/LeadershipTeam_Guidance_Programs.pdf)
* Considerations
1. How do these documents support the work in your setting?
2. How could we use these documents?
3. What is needed to make these documents more accessible to programs?
* Comments:
	+ The PIEC Team has already started mapping this document onto the existing BoQ.
	+ An announcement may be made regarding this document at NTI 2022 that a similar crosswalk/ blending has been done for the other documents already. If not, we can use the map as a shell to do similar work with other documents.
	+ Documents would be useful for reflection and Angelique suggested they could be “mindful moments”
	+ Once documents are added to the Teams folder, we should prioritize key documents for our use.
	+ Documents are good as a stopgap, but they should be integrated; NCPMI should be doing that; if they aren’t we can work on that after NTI
	+ It’s unclear whether a BoQ item can be scored a “2” if they do not meet the equity criteria.

**Evaluation form shared with members to complete before signing off to give feedback on the meeting.****Adjourned** |
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**Next Meeting:** Tuesday, May 3, 2022, 11 AM – 1 PM, Zoom