



Pyramid Model Workgroup Survey Common Themes and Highlights

Stakeholder members represent the following regions: South/Central, Southwest, Richmond/Central, and Tidewater. Missing regions include: Northern VA and Valley.

Stakeholder Experience/Years in EI: 2-38 years

The survey was sent to workgroup members via Survey Monkey. Two reminder emails were sent. Responses were received from all but one stakeholder.

Survey data was divided into common themes and highlights based on survey questions as follows:

What is your “Why”? Why did you volunteer for this workgroup? Why are you invested in this project?

- Give providers a voice
- Improve social emotional skills for children
- Leadership role to support staff development
- Positive experiences using the Pyramid Model
- Learn more about Pyramid Model and the research and efficacy behind the model

Describe AT LEAST TWO key takeaways from our work orienting us to the Pyramid Model.

- A benefit it is that it is a commonly used and recognized framework.
- The EI Pyramid Model focuses on SE/ coaching practices to build confidence and skills of caregivers
- Understanding the overlap between coaching and the Pyramid Model will be important for practitioners.
- To create an effective workforce and the visual of the workforce being at the bottom supporting the entire Pyramid. It is a strong visual for professional development, continued learning and practice, and creation of expertise.
- The Pyramid Model will build upon what we already do with an emphasis on social skills and emotional regulation.
- The Pyramid Model supports all children from promotion to prevention to intensive intervention.
- It's important to educate daycares and the general public as a form of prevention
- People need to understand the "framework" and be able to understand what we mean when we say that.

Describe AT LEAST TWO key takeaways from our work about adult learning principles.

- Adults learn best when it is important to them, when they can practice it and reflect on their experiences.
- Adults need to know the why behind what they are learning for it to matter to them.
- We need to highlight the purpose of the Pyramid Model in early intervention so that our providers feel it is useful to their practice.
- We must develop real steps or the "how to use it" for our providers.

- Adults learn best when work is built on prior knowledge and experience. I definitely agree with this. I want people to feel a sense of ownership about this work and take pride in how the work is implemented. I also want them to be acknowledged for what they already know and how Pyramid Model can build upon the skills and knowledge that they already have.
- When coaching we know to check prior knowledge before providing information. However, one of my key takeaways was how an adult learner can get stuck processing new information and miss out on the other information being taught. This was a takeaway because it helped explain what is happening to the adult learner and fostered patience for adult learners.
- Adults learn and remember best when they have opportunities to reflect and receive feedback on their learning and performance. Building time for reflection during training and when explaining the PM hopefully will cut down on simultaneous processing that can interfere with active listening and staying present. I already knew this but it was reinforcing that adult learners need to know the WHY. We need to be sure we include the why in our communications about the PM.
- Our audience will be broader, including better connections to early care and education providers caring for infants and toddlers with disabilities, extended family, etc. We can also use this opportunity to share this knowledge with other community partners and primary referral sources (physicians, home visitors, etc.) to help them embed some key content from the Pyramid Model in their PD systems.

If you were asked to describe the Pyramid Model and how it fits into EI in Virginia, what would you share?

- The Pyramid Model is built on an effective workforce supporting all children and families/caregivers in establishing nurturing relationships and supportive environments.
- The Pyramid Model supports children at risk through targeted supports and intensive interventions for the few children with the highest needs.
- The Pyramid Model fits into EI in Virginia as it enhances relationship building, providing families/caregivers with knowledge and skills and supporting them in using tools and strategies that are key part of the coaching strategies we are already using.
- The Pyramid Model builds upon what we are already doing to enhance social-emotional development for all children.
- The Model has the potential to increase family outcomes to target social development and behavioral concerns that in the past might have been overlooked when developing outcomes.
- Using the Model might help to identify additional supports that the family might benefit from.
- Pyramid Model is an enhancement that will support the social emotional development of children in the context of coaching.
- Pyramid Model offers many resources to assist in interventions with children and families. It will enhance the work that you are already doing well.
- The principles align with family coaching and will build upon your knowledge and skills.
- The Pyramid Model highlights the importance of building partnerships with families, promoting social emotional development, coaching and supporting families through challenging behaviors, and improving practitioner knowledge (EI work force) in social-emotional development, strategies, coaching, and assessment.
- It is another tool in the toolbox for EI personnel to pull from.

- This Model is solely focused on social emotional development of children: exploring the parent-child relationship and fit, how the environment, culture and routines impact the relationships, and supporting parents and children through challenging behaviors (parent understanding of the behavior, what is the child trying to say through the behavior, identifying antecedents for the behavior and supporting problem-solving through coaching practices.)
- This Model will help strengthen EI's workforce in identifying and providing trauma informed care and hopefully aid in assessing and identifying eligible children through the eligibility determination process based on more than a score on a discrete skill tool.
- The Pyramid Model offers early interventionists additional strategies for supporting families, facilitating social-emotional development, and addressing challenging behaviors. These strategies will build on the coaching practices that we already use.
- The Pyramid Model provides a framework of evidence-based practices for promoting young children's healthy social and emotional development, and many of them are already in use in Virginia's EI system. We lack a well-defined model and consistent use in Virginia and a state level infrastructure to integrate these practices in EI and other child-serving agencies and providers in VA. The Pyramid Model brings proven tools, resources, training, and coaching
- Many states are using the Pyramid Model as part of their EI system and we can take advantage of that work.

What more do you need to know to be able to move forward effectively in leading implementation of the Pyramid Model?

- see it in practice in EI with eligible children
- know more about evidence-based practices to implementing a new idea to providers. I worry that they will feel overwhelmed. How can we, as a team lessen the stress on early intervention providers?
- How to answer the question, "If we are already doing it then how is it different with the Pyramid Model?"
- I feel like I need more of the specific strategies they have in the model. Right now, it feels just more like a philosophy.
- I need ideas for sustainability
- I need training on the Pyramid Model and time to do it
- I need to understand what we are expecting of the workforce in the EI system. Are we expecting them to complete the models? Are their PM certifications?
- How are we or the EI system going to train on the PM so that the PM social emotional lens is embedded in our assessments and practitioner services.
- Similar to IMH and the Coaching initiative, the workforce needs training and practice to "tweak" the way our system is (assessments, eligibility, provision of services) addressing social-emotional development, risk of trauma, and challenging behaviors (that might not be resulting in tool identified (such as ELAP) developmental delay.
- I need a deeper understanding of the specific strategies offered by the model so I can explain them better to others.
- I need more information about the use of the Pyramid Model in EI systems -- specific resources, tools, evaluation measures, PD supports that others have found to be effective. I'd also like to talk more about evaluation measures to capture the impact of this work on young children, families, and communities.

What do you see as the next steps for this workgroup?

- I think we need to take the Pyramid framework apart piece by piece and cross reference it with our coaching practices.
- to look at how other states are implementing the model
- need to look at more at some of their specific strategies
- develop the "why's" of why this work with Pyramid Model is important. Develop a definition of framework. Continue the discussion of sustainability. We could gather data about concerns that are happening in EI and how Pyramid Model might help in resolving those concerns/challenges (Ex. Difficulty dealing with challenging behavior). Putting together a list of what the research says...How will this benefit EI programs? How will this benefit children/families? Communities? Deciding whether RS is a good place to ensure that reflective practices happen for Pyramid Model implementation. I think this would be a good place to include reflection.
- Identify how we want to explain the PM. Identify what implementing the PM would look like at the end of the SSIP. Perhaps develop a plan on how we see EI getting there over the next 6 (?) years.
- I think we need to learn more about the model and understand specifically how it overlaps with coaching and how it is different (the "what"). This will be important for promoting the model with the field. We need to anticipate questions and challenges (the "why") with the rollout to plan for how to address them. All of this will help us develop a specific plan for rolling out the initiative - the "how" - which will include specific steps, timelines, who will do what, etc.
- Explore specific resources and identify key ones to consider using in VA. Deeper dive into use of Pyramid Model in other states in EI. Clarify how Pyramid Model builds on expertise and service delivery capacity in VA (like how EI providers may already be using some of the evidence-based practices from the PM in their work and experience with coaching) and how to grow that to meet identified needs. Defining additional workforce components that we may need to grow in moving forward. Many states have established regional experts who are available to provide onsite consultations to support children's social and emotional development.

Are there any additional thoughts or comments you would like to share?

- There are some systems who felt like the Pyramid Model was replacing the coaching model that we have been using for years. So we need some clarity. I also wonder how providers (PT, OT, SLP) are going to be able to address challenging behaviors if it is not related to a diagnosis or disability. We are all EI specialists or professionals in the field but to play devils advocate, a PT wants to work on motor skills not behaviors (likewise for an SLP). I feel like we as an SSIP do not know what it will look like and without that clear picture, we will not get the buy in from others
- I am an enthusiastic supporter of professional development, improving the supports and services that we provide to infants and toddlers and their families/caregivers, and redefining eligibility to support more infants and toddlers and their families. If the PM is going to help us do that as a system, then I'm all in (even if I don't completely understand what the PM is... yet.)