Pyramid Model Framework Workgroup Notes

August 17, 2023

 Join Zoom Meeting

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Meeting ID: 857 3146 9328

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**Workgroup Members Present:** Jaylene Trublood, Jill Yates, Dana Childress, Cori Hill, Anne Brager, Christy Harrison, Sarah Moore, Leslie Pakula, April Birchfield

**Workgroup Members not Present:** Gabrielle, Ariel

**Review of Last Meeting** -Our last meeting was[7/20/23](https://docs.google.com/document/d/1C4oek5DOghXagM0A5WsYY5Z0ayThh7BcFAxm50tOwu8/edit).

**State SSIP Updates**

* 4-Part SSIP Planning in Action Webinar Series. Begins September 7th. [Registration](https://docs.google.com/forms/d/e/1FAIpQLSdeV-J01MdPLkorhYgVtx8DuZJmcEJejyJtd-o9Srwvawr--Q/viewform) is open. Kyla will go over the whole SSIP plan. There will also be work group facilitators sharing about their work.. Meetings are every Thursday in September, 3:00-3:30pm.
* Screening and Assessment workgroup presented their executive summary to Part C.

**Orientation to our task**:

**Background**

*State Identified Measurable Result*: *Increasing the percentage of infants and toddlers who substantially increase their rate of growth in the area of positive social-emotional skills (including social relationships) by the time they exit early intervention*

**Objectives to Consider and Current Status:**

Broad Improvement Strategy 2: Identify and implement evidence-based service delivery practices to promote positive social-emotional development for all eligible infants and toddlers and provide effective intervention to address delays and concerns:

1. Explore available evidence-based practices to support positive social-emotional development and social relationships (e.g., Pyramid Model, PIWI, FAN, DEC Recommended Practices) in order to identify a core practice that will be implemented statewide

· Completed- Pyramid Model chosen

2. Once an evidence-based practice is identified for statewide use, develop

an implementation plan including professional development activities and resources needed to support implementation

· Workgroup members are working to familiarize themselves with the Pyramid Model to assist with developing an implementation plan

3. Develop/adapt/adopt and implement a fidelity measure and process for expected service delivery practices

4. Identify and implement additional professional development and/or other supports needed to sustain the use of expected service delivery practices with fidelity.

**A little history of this type of process (Anne)**

The goal is to support workforce development who can benefit all children. Bottom tier of the Pyramid model. There is no rush, we want to focus on increasing everyone’s capacity with longevity as new providers come on board. In the future, we will work on a fidelity assessment related to the Pyramid model to align with Virginia’s model. Dana shared that it will roll out in steps over years as we prioritize and identify action steps. We have learned how to roll out a program through the state's experience with implementing the coaching model. The Pyramid model should build on what we already do. Cori reminded us that this is a 6 year process, we are starting with the “plan”.

**Discussion and Action Items**

* Continuation of Adult Learning 101
* PPT- Adult learning principles #1-3 review. (Principle #3- What, Why and How)- How do we explain what the framework is? How do we make the “Why” clear. How would we explain how to implement pyramid strategies? We need to know what others already know and don’t know about this model. The group needs to know the Pyramid model well so we can model and explain that for others. LEARN/ LEAD
* Jaylene, wants more clarification on the word framework. What does that work mean specifically and how do we explain it? April, wonders if the word framework is the foundation of the Pyramid model, just for the organization of the information.

Reviewed bottom tier #4, Effective workforce, bottom level. Provide families with knowledge and skill related to responsive caregiving, nurturing, and responsible relationships.

Reviewed bottom tier #5, Support the families in using tools and strategies.

Principles #4 and #5 are about practice

#4 Adults learn best through actively participating and practicing what they are learning.

What do we need to do to help people implement this model? What are the tools they are going to use to help providers integrate this model into their work? What might the training experiences look like?

Providers might need repetition, practice practice practice, to reinforce the model across time. Real life strategies for immediate implementation. April wonders if support and the Pyramid model framework can be supported during reflective supervision times. This would support a top down, with supervisors supporting this change to encourage staff growth (Cori shared some research about how supervisors can support change within their staff). Action steps of SSIP might be figuring out what supervisors need to support their staff implementing this model. The concrete “What” and “How” to implement this model.

Practice opportunities- role playing, scripts, varied outcomes in a scenario, peer mentoring, videos and real life situations to review as a team.

#5 Adults learn best through practice in context and in real time.

We watched a video of a mom and discussed some of the opportunities that are missed because of a child’s challenging behaviors. Implementation- “What do I know about the Pyramid model that I can bring into to create a new learning opportunity for a specific family/ child?”

#6 Adults learn and remember best when they have opportunities to reflect and receive feedback and on their learning and performance, specific feedback to the providers using the Pyramid model. Similar to how we provide feedback to caregivers.

This leads to sustainability.

What training tools will be needed to help practitioners understand and successfully adopt the framework?

How do we sustain this initiative over time?

Considerations slide for the wonders for next steps

We need a clear understanding of the word framework- need an agreed upon term for this model. Leslie wonders, what is the model and what is the Pyramid model/ how do you explain it? The team needs to know the specifics and understand how this is different from the coaching model that is already used. What/ Where is the overlap and what is the difference with coaching and Pyramid model framework. Christy feels like coaching and Pyramid overlaps and are similar. April notes that the interventions and resources offered via the Pyramid model were the most helpful and that we need to be able to support new providers who do not have the experience to pull from.

We need to define framework and develop concrete steps about moving forward. Team suggests looking at interventions listed as Pyramid supports. April is going to research resources and send them out to the group.

Anne wants to be able to send out information about the resources from Pyramid through the monthly newsletter.

As a supervisor, stakeholder, practitioner (looking through multiple lenses) what does this look like and what is needed for implementation.

**Notes from chat that we want to remember:**

* What is a framework? What does this exactly mean?
* We need to be able to talk with others about Pyramid Model. How is this different from what we are already doing?
* I'm wondering if this can also be built into Reflective Supervision practices. (Adult Learning info)

**Task Before Next Meeting** (we want some detailed feedback, this will be anonymous)

We will be doing a short information gathering activity and will need responses from **each stakeholder member.** We will sent this out as a survey but to get you thinking, here are the types of questions we will be asking:

* What is your why? Why did you volunteer for this workgroup? Why are you invested in this project?
* Describe your key takeaways from our work orienting us to the Pyramid Model.
* Describe your key takeaways from our work about adult learning principles.
* If you were asked to describe the Pyramid Model and how it fits into EI in Virginia, what would you share? (please be specific as we’d like to use some of these phrases)
* What do you see as the next steps for this workgroup?
* What more do you need to know to be able to move forward effectively in leading implementation of the Pyramid Model?

**Next Meeting:** 9/21/23. Notetaker is Dana

| **DATE (10:30AM-12:00PM)** | **NOTETAKER** |
| --- | --- |
| ~~6/15/23~~ | ~~Deana~~ |
| ~~7/20/23~~ | ~~Ariel~~  |
| ~~8/17/23~~ | ~~Christy~~  |
| 9/21/23 | Dana |
| 10/19/23 | Sarah  |
| 11/16/23 | Jaylene |
| December 2023 | SKIP-NO MEETING |
| 1/18/24 | Jill  |
| 2/15/24 | April  |