Pyramid Model Implementation

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Pyramid Model Consortium

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Pyramid Model NY State Leadership Team

Promoting Social & Emotional Competence in New York’s Young Children
Welcome to New York’s First Pyramid Model Cohort
We know social and emotional development is at the heart of all other development and well-being. We also know these skills need to be taught and practiced every day.
The Need is Real

- Findings from the Suspension and Expulsion survey sent to all (18,000+) child serving agencies in NY in winter 2015.
- 1,200+ responses (including some in Spanish)
- The results of the survey are very telling!
Greatest percentage of responses from child care programs. Responses also received from pre-kindergarten, Early Head Start, Head Start programs, early intervention programs and others.

12% of those responding indicated that they had asked children to leave their program (i.e., expelled children) over the past year.

- 12 were infants
- 38 were toddlers (1 to 2 years old)
- 149 were preschoolers (3 to 5 years old)
New York State Pyramid Model
Leadership Team
# New York State Pyramid Model Partnership

**Supporting Social-Emotional Competence in New York State’s Young Children**

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<td>Professional Development Institute, City University of New York (PDI CUNY)</td>
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<td>New York State Council on Children and Families (CCF)</td>
<td>Professional Development Program, University at Albany (PDP)</td>
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# Master Cadre All Over New York State

## Central Region
- Bethann Fischer
- Colleen Wuest
- Deborah Fitzgerald
- Dorthea King-Simpson
- Ellen Olson
- Kristi Cusa
- Martha Rodriguez
- Rachele Ver Valin-Pettit
- Tracy Lyman
- Tami Callister

## Western Region
- Deborah Fitzgerald
- Dorthea King-Simpson
- Ellen Leopold
- Lynn Lubecki
- Mackenzie Albert
- Marilyn Ballard
- Mary Iwanenko
- Mary Ellen Monafo
- Rose Shufelt
- Tracy Lyman

## Capital District Region
- Amanda Kronen
- Claudia Stedge
- Lynn Morris
- Sarah Gould-Houde
- Tami Callister

## New York City
- Doreen Davis
- Doria Escalante
- Ellen Cogan
- Gem Moriah
- Jasmine Palmer
- John Gillies
- Keshon Mack-Brown
- Lillian Sanabria-Hernandez
- Margarita Feliz
- Mojisola Bafunso
- Paula Mack
- Vidya Ragoo-Stark
- Charmaine Swearing

## Mid-Lower Hudson Region
- Caroline Doty
- Donna Morrison
- Fia Hill Murray
- Frederica McLean
- Joyce Guimares
- Kathy Moss
- Michelle Friedel
- Sheridan Povemba

## Long Island Region
- Camille Lachar-Lofaro
- Colleen Farrell
- Karin Sperb
- Kathy Moss
- Lillian Sanabria-Hernandez
- Stephanie Dockweiler
Pyramid Model Implementation

- Systems approach to establish the program’s culture and individualized supports for supporting social emotional competence for all children
- Measurable outcomes
- Data-driven decision making
- Evidence-based interventions
Pyramid Model in a Nutshell

- **Tertiary Intervention**: Some children
- **Secondary Prevention**: All Children
- **Universal Promotion**: All Staff
What Does a Pyramid Model Program Look Like?

1. Nurturing and responsive relationships
2. High quality environments
3. Targeted social emotional supports
4. Individualized Positive Behavior Support
Show Pyramid overview video

http://csefel.vanderbilt.edu/resources/social_emotional_competence.html

12 minute video
“Every child needs one person who is crazy about them.”

Uri Bronfenbrenner
Nurturing and Responsive Relationships

- Foundation of the pyramid
- Essential to healthy social development
- Includes relationships with children, families and team members
Building Positive Relationships with Children
High Quality Environments

- Inclusive classrooms
- Comprehensive system of curriculum, assessment, and program evaluation
- Environmental design, instructional materials, scheduling, child guidance, and teacher interactions that meet high quality practices as described by NAEYC and DEC
Targeted Social Emotional Supports

- Self-regulation
- expressing and understanding emotions
- problem solving, developing social relationships
- Explicit instruction
- Increased opportunities for instruction, practice, feedback
- Family partnerships
- Progress monitoring and data-based decision-making
Individualized Positive Behavior Support

- Convene a team
- Conduct functional assessment
- Identify hypotheses
- Develop behavior support plan for all relevant environments
Pyramid Implementation Goals

- Improve child outcomes
- All staff use evidence-based practices to promote child engagement in learning
- Staff implement practices with fidelity
- Leadership uses data for decision-making to provide effective professional development
- Staff use data decision-making to ensure the effective support of all children
Using Implementation Science

- What are we implementing?
- When does implementation occur?
- Who implements?
- How do we make implementation happen?
- How do we engage in continuous improvement toward fidelity?
Formula for Success

Pyramid Model Practices

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Intervention Fidelity

\[ \times \] 

Systems for Implementation Fidelity

Meaningful Outcomes

Fixsen & Blase, 2012
“Why an Implementation Team, Why Not Just Me?”

From “Letting it Happen”

- 14%: Takes 17 Years

To “Making it Happen”

- 80%: Takes 3 Years

Sources:
- Fixsen, Blase, Timbers, & Wolf, 2001
- Balas & Boren, 2000
- Green & Seifert, 2005
- Saldana & Chamberlain, 2012
Leadership Team (You)

- Data Decision-Making
- Examining Implementation and Outcomes

- Family Engagement

- Continuous Professional Development

- Program-Wide Expectations

- Systems to Identify and Respond to Individual Child Needs

- Supports for Pyramid Model Practice Implementation
Data Collection

- Benchmarks of Quality (school level)
- Behavior Incident Reports (classroom level)
- TPOT (classroom level)
- Ages and Stages Social/Emotional and/or Child Assessment Tool used at your school (child level)
Readiness for Program-Wide Implementation

- Clear commitment and buy-in from staff
- Leadership Team is formed and includes:
  - Administrator
  - Data Collector
  - Classroom Coach – professional development
  - Person with behavioral expertise
  - Teachers
- Program commits to 2-3 year process to achieve full implementation
- Program commits to using data for decision-making including progress monitoring and fidelity assessments
Readiness (continued)

- Leadership team commits to meeting monthly, monitoring progress, and using data for decision making
  - Support of children
  - Support of teachers
- Leadership team commits to
  - Facilitating ongoing training and TA
  - Supporting teachers to implement the Pyramid practices
  - Developing and promoting program-wide expectations
  - Developing plan to provide individualized PBS
Year One

December 1<sup>st</sup> and 2<sup>nd</sup>

- Leadership Team Kick-Off Meeting in Albany
  - 2 day event to result in initial implementation plan

Pyramid Model Support

- Training on Pyramid Modules for your age groups
- Leadership teams and classroom teachers in Cohort 1 learning community (via webinar) throughout the year
- Classroom Practice-Base Coach Training
- Classroom coaches attend online training webinar
- Onsite Leadership team visit with Leadership Coach
It’s All about Leadership

- Send your whole leadership team to Kick-Off
- You and your entire team (administrator, teacher rep., classroom coach, behavior specialist) make this happen:
  - Long strategic planning meeting that results in an implementation plan
  - Making decisions that are critical to implementation steps!
CLASSROOM COACHING

- Coaches use research-based strategies to support adult learning and professional development

Coaching Implemented with Fidelity

- Teachers Implement Pyramid Model Practices

- Teachers and staff use Pyramid Model practices as intended

Quality Learning

- Children learn important social and emotional skills and challenging behavior is decreased
To Ensure Success

Build internal capacity at your program/school

- To conduct Behavior Assessments and develop Functional Behavior support plans with team
Let’s Talk

- Worries?
- Excitement?
- Questions?
What’s the Next Step?

- The State Leadership Team will select the agencies to participate in Cohort 1
- Kick-Off 2 day meeting for selected agencies (Dec 1\textsuperscript{st} & 2\textsuperscript{nd} 2016 in Albany)
- Each agency will bring their leadership team to the Kick-Off meeting
- Each agency will be assigned a Leadership Coach, each coach will assist their agency in developing an action plan
This is So exciting!

- Click here to apply:
  https://www.surveymonkey.com/r/Pyramid_Model_Implementation_Application_2016

To apply please complete all of the steps outlined in this survey, answer all the questions and submit **by October 11, 2016 at noon**.
Thank You!

Thank You