Illinois Pyramid Model Implementation Phases—Classroom-based
Benchmarks of Quality indicators are listed in red.

Based on * Implementation Science, the IL Pyramid Model Implementation Phases provides guidance to classroom-based programs (EHS/HS, Child Care, ECSE, State-Funded Preschool) as they move toward fidelity in program-wide implementation. This document is used by an Implementation Process Coach (PC) and Leadership Team (LT) with support from the PC Manual (in development), the LT Implementation Manual, and IL PM Implementation Guide.

Leadership Team (LT)
ONGOING ACTIVITIES TO REACH & MAINTAIN SUSTAINABILITY

- Update LT changes in membership, onboard new members, and reaffirm LT members' commitment
- Schedule and prepare agendas for monthly LT meetings
- Complete, review and revise BoQ's & Implementation Plan. Twice a year, at least annually.
- Use Implementation Manual
- Share data with internal/external entities and National Data Base System
- Staff input and feedback is gathered
- Staff celebrations (include data)

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*EXPLORATION & PLANNING
Phase 1, Pre-Launch

Implementation Process Coach (PC)

PC meets with implementation site leaders to discuss: (2)
- The program's application, philosophy, mission, goals, staffing patterns, funding sources
- Introduction to the Implementation Manual and the Benchmarks of Quality (BoQ)
- Review the Levels of Readiness document (new version)
- Role of the I/ECMHC in PM Implementation

Site Leader/Administrator/Director

- Meet with PC
- Provide PC with tour of the program
- Discuss and gather input regarding the current SEL approach and the reason the program wants to implement the Pyramid Model (PM)
- Commit the time and resources to implement the PM
- Align the District or Agency Professional Development goals/plan to PM Professional Development
- Consideration and planning for staff members to conduct internal Professional Development/Coaching (PD/C) activities and Family Engagement (FE) activities
- Dialog with I/ECMHC re: their role in PM Implementation
- Recruit Leadership Team (LT) members (1)

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*INSTALLATION
Phase 2, Launch Leadership Team

Implementation Process Coach (PC)

Focus on LT:
- Build relationships
- Introduce Leadership Implementation Manual & BoQ
- Present Leadership Team Launch
- Prepare for activities listed in LT section below

Leadership Team (LT)

LT Meetings begin:
- Commitment to PM systems-building process
- Review Implementation Manual
- Schedule LT meetings for first year (3)
- Complete first BoQ. Develop Implementation Plan (6, 7)
- Develop LT Mission (4)
- Communicate with staff about PM & Implementation, conduct staff buy-in poll, discuss results (8)
- Identify dedicated staff members to conduct PD/C and FE activities
- Discuss family engagement plan (10)
- Develop PD schedule and staff support plan, including onboarding new staff (21, 24, 25, 26, 27)
- Develop communication plan

Professional Development (PD)

- Leadership Team Launch
- Online course: Building Positive Social-Emotional Skills for ALL Children, https://courses.inccrra.org/
- Video: Pyramid Model Framework: Promoting S/E Competence, NCPMI
- Video: Pyramid Model Overview, NCPMI
- Overview of data options (35)

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	*IMPLEMENTATION: INITIAL TO FULL			*SCALE UP AND SUSTAINABILITY Phase 6, Fidelity
	Phase 3, Learning the Practices	**Phase 4, Data Collection & Coaching**	**Phase 5, Application of Practices**	
IMPLEMENTATION PROCESS COACH (PC)	• Review with PD/C their role (e.g., the use of Pyramid Practices Implementation Checklist [PPIC] and Classroom Practitioner Coaching Guide) o PPIC results may be used for planning PBC and PD • Prepare for activities listed in LT section below	• Work with PD/C to plan & conduct first TPITOS, TPOT • Support PD/C & administrator to plan PBC • Prepare for activities listed in LT section below	• Guide Behavior Support Team • Prepare for activities listed in LT section below	• Continue program-wide conversation around data collection and sharing: TPITOS, TPOT, BoQ, BIRs • Ensure program data systems are in place • Provide guidance for activities listed in LT section below
LEADERSHIP TEAM (LT)	• Overview training & development of Program-wide Expectations (14, 15, 16, 17) • Discuss and plan PD for staff (21, 24) • Share summary of the Implementation Plan with staff and families (9 & 11) • Plan a variety of methods to share Positive Solutions for Families (12) • Overview of & planning for TPITOS, TPOT, and PBC cycles • Review and/or revise the child discipline policy (5) • Develop & initiate plan for data system (36, 37, 40, 41)	• Develop a crisis (safety) plan (30) • BIR overview and data collection training (31) • Develop flowchart for Behavior Support (30 – 34) • Identify Behavior Support Team members - Tier 3/PTR-YC (23) • Overview of data options (collection & reporting), plan data system (38, 40) • Share the plan for PD/C to conduct TPITOS, TPOT and PBC	• Implement and share BIRs: data collection & analysis (39, 40, 41) • Review classroom practices and program-wide expectations • Overview of PTR-YC • Review program systems and procedures	• Review data collection & data-based decision-making process with a focus on equity • All BoQ indicators are active/in use • Develop and implement a transition plan for self-reliance/sustainability of PM initiative (when guidance from PC is completed)
PROFESSIONAL DEVELOPMENT	***All Staff:*** • Culturally Responsive Practices to Reduce Implicit Bias (28) • Module 1, initial or review (14 - 20) • Module 2, initial or review (29) • Module 3, initial or review (29) • Overview of expectations, share program's expectations (17, 18, 19, 20) • Overview of TPITOS, TPOT, & PBC ***PD/C*** attends TPITOS, TPOT, & PBC ***FE*** attends Positive Solutions for Families	***All Staff:*** • Communicate plan to implement PBC • BIR overview and form training • Staff Wellness & Trauma Informed Care modules • Targeted Strategies for Successful Inclusion of Children with Disabilities ***PD/C*** begins PBC Cycles (22) ***Behavior Support Team*** attends PTR-YC (32, 33)	***All Staff:*** • Overview of Behavior Support Flowchart (38, 41) ***FE*** attends PTR-YC for Families (13, 34)	***All Staff:*** • Linking Early Literacy and SEL • Ongoing PD per sustainability plan ***PD/C:*** • TPITOS/TPOT Reliability Training as needed • PBC: In a Group; Peer to Peer; Equity Guide