

Pyramid Model Master Cadre Member

Requirements and Qualifications:

Master Cadre (MC) members are carefully selected professional development experts who are responsible for delivering training and providing process coaching to Program Leadership Teams and for the training program (internal) coaches to build internal capacity for establishing and supporting the high-fidelity implementation of the Pyramid Model. MC members work across Illinois' ECCE mixed delivery system, in many different settings (e.g. homes, centers, and schools) and under varied auspices (public school systems, not-for-profit, and for-profit providers). MC members can engage in both coaching (as a Process Coach) and Pyramid Model training, or just one of the roles, depending on expertise, interest, and availability.

Education:

Bachelor's degree in child development, education, special education or related field; master's degree or higher preferred.

Gateways ECE Credential Level 2 or higher preferred.

Experience:

- Leading and facilitating collaborative teams, including intense team-based intervention
- Providing technical assistance, coaching, and training across diverse early childhood settings
- Working with children birth – 5 and their families in early care and education settings (at least 5 years).
- Using observational and environmental quality assessments
- Experience with Pyramid Model Module Trainings
- Experience with Positive Behavioral Supports
- Working with children with identified developmental delays or disabilities

Gateways to Opportunity:

- Current Gateways Registry Member renewed every year
- Completion of Pyramid Model Application Form renewed every three years

Completion of Training of Trainer/Reliability Training:

- Infant Toddler Pyramid Model and/or
- Preschool Pyramid Model and/or
- Teaching Pyramid Observation Tool (TPOT) and/or
- Teaching Pyramid Infant Toddler Observation Scale (TPITOS)
- Practice-Based Coaching
- Birth to Five ******(Has there been a face to face Training of Trainers for this and has it been offered in-person or is it only available as e-mods?)

Preferred completion of following trainings:

- Positive Solutions for Families
- Prevent, Teach, Reinforce

- Targeted Strategies for Successful Inclusion of Children with Disabilities
- Culturally Responsive Practices
- Behavior Incident Report Systems

Time Commitment:

- Individual/Agency commitment to sustaining the implementation of the Pyramid Model as a master cadre member.
- Complete:
 - 10 days of preservice training (see details below)
 - Monthly hourly Community of Practice meeting via Zoom
 - 4-6 hours a month supporting program leadership teams (if Process Coach)
 - Training of Pyramid Model Modules to programs (if Trainer)

Responsibilities and Expectations:

- Actively engage in a Community of Practice via a web-based interactive platform
- Attendance at training events
- Delivery of Pyramid Model Training of Trainers as needed.
- Review background readings and training materials.
- Actively engage in ongoing professional development in Pyramid Model practices and/or best practices regarding training, social-emotional, behavior challenges, etc. in the field of early care and education.
- Knowledge of Pyramid Model Consortium resources.
- Communication and partnership with other coaches/ISBE supports in the program for continuity.
- Implement training plan and Pyramid Model framework to fidelity
- Leading and/or facilitating in a training environment through use of a variety of learning methods that may include lecture, discussions, experiences and hands-on activities.
- Ensure that all information presented will adhere to developmentally appropriate practices for the specified age groups.
- Include training techniques and strategies that are inclusive of children with special needs.
- Support program-wide implementation of programs through trainings and coaching
- Support the collection of Pyramid Model related data from identified programs
- Submission of training courses, scheduling forms, rosters, and evaluations as outlined the Illinois Pyramid Model Trainer and Coach Registry Implementation Manual.
- Submission of coaching information as outlined in the Illinois Pyramid Model Trainer and Coach Registry Implementation Manual.

Desired Skills:

- Employ best practices in Adult Learning/Presentation Skills.
- Effective time management skills.
- Effective oral and written communication skills.
- Technology skills as it relates to training presentation (ex: PowerPoints, Dropbox, videos, AV equipment, etc.).

- Working knowledge of the Gateways to Opportunity website at www.ilgateways.com. This website will be used to access Registry-related resources for both trainers and participants.
- Knowledge of National Center for Pyramid Model Innovations Pyramid Model Consortium resources.
 - <https://challengingbehavior.cbcs.usf.edu/index.html>
 - <https://www.pyramidmodel.org/>