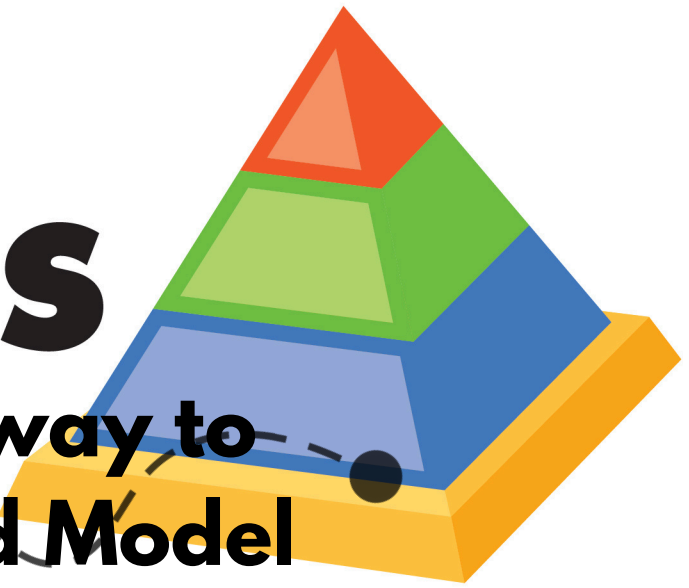


IOWA EC-PBIS

Your Pathway to
the Pyramid Model



2023-2024

ANNUAL REPORT

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Early Childhood - Positive Behavioral Interventions and Supports (EC-PBIS)

Early childhood caregivers and teachers are essential partners in supporting healthy social and emotional development and addressing challenging behavior. **Early Childhood - Positive Behavioral Interventions and Supports (EC-PBIS)**, also known as Pyramid Model, provides a **framework** of evidence-based practices which adults can use to build strong relationships with children and families, improve the predictability within their classrooms and respond appropriately and effectively to challenging behaviors. The Pyramid Model framework is consistent with the public health and mental health models of promotion, prevention and intervention.



Iowa EC-PBIS State Leadership Team (SLT)

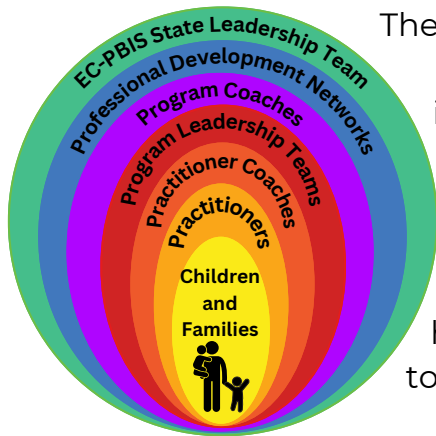


The EC-PBIS State Leadership Team (SLT) is responsible for analyzing aspects of programming, leadership, initiatives and training to create systemic and state infrastructure to support the use of EC-PBIS or Pyramid Model practices in multiple systems. The Iowa EC-PBIS SLT is co-led* by the Iowa Department of Education and the Iowa Department of Health and Human Services and is comprised of members representing Area Education Agencies (AEAs), Child Care Resource and Referral (CCR&R) and Head Start.

Vision Statement:
 Every child, beginning at birth, will have access to evidence based practices to support their social, emotional, mental and behavioral health.

Mission Statement:
 To develop and sustain a state infrastructure so that all early care, health and education providers successfully implement the Pyramid Model of positive behavior interventions and support with fidelity.

The Work of the State Leadership Team

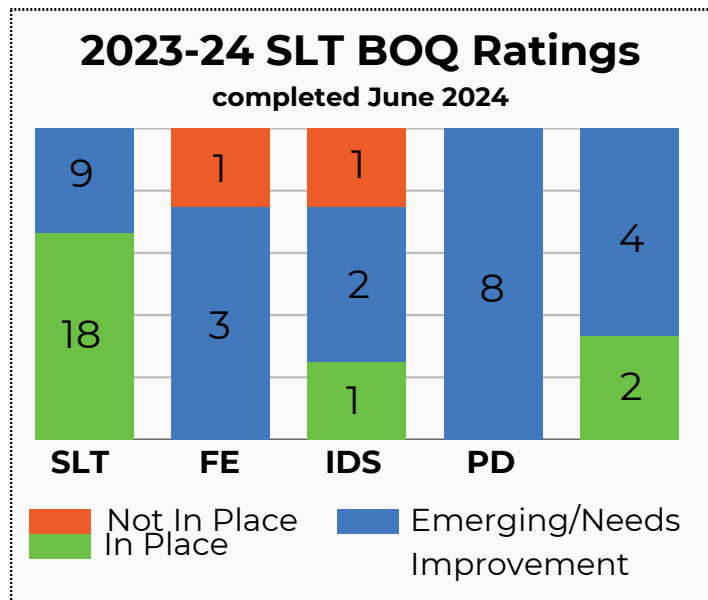


The Iowa EC-PBIS State Leadership Team (SLT) supports Professional Development Networks in Iowa, including Child Care Resource and Referral (CCR&R), Area Education Agencies (AEAs), HeadStart recipients as well as other contracted experts to provide training and coaching to early childhood staff and programs. By assuring staff receive high-quality training and are supported by coaching to use evidence-based practices, children and families are more likely to benefit from those practices.

State Leadership Team Benchmarks of Quality

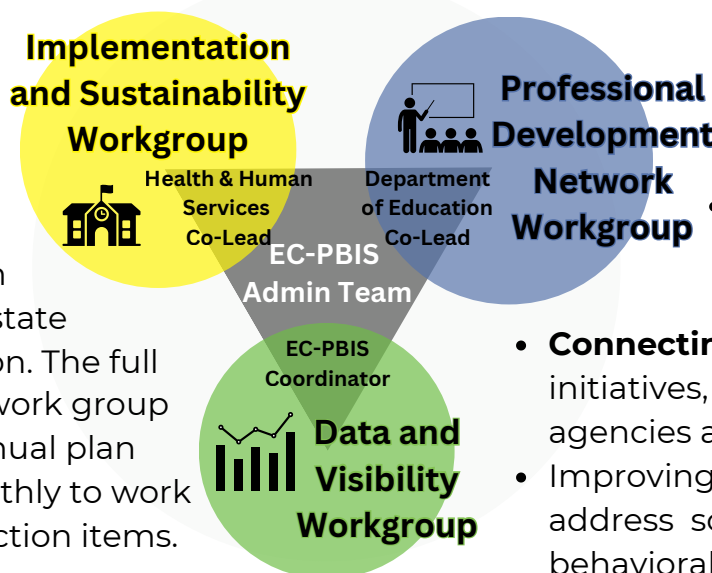
The EC-PBIS SLT completes the State Leadership Team Benchmarks of Quality (SLT BOQ) annually. The SLT BOQ is a tool used to assess the critical elements of state-wide implementation, including:

- State Leadership Team (SLT)
- Family Engagement (FE)
- Implementation and Demonstration Sites (IDS)
- Professional Development (PD)
- Evaluation/Data-Based Decision Making (DBDM)



Structure

Members of the SLT are organized into workgroups which focus on one aspect of state implementation. The full SLT and each work group develop an annual plan and meet monthly to work on identified action items.



All groups use the following state priorities to guide their work:

- Using **data** effectively to guide decision making
- **Connecting** EC-PBIS to other initiatives, innovations, agencies and work
- Improving **system capacity** to address social, emotional, behavioral and mental health

2023-24 Accomplishments



The new Iowa Early Childhood - Positive Behavioral Interventions and Supports (EC-PBIS) **website** launched in June, 2024. It serves as a central location for practitioners, coaches and trainers to get information about the work of the Iowa SLT, upcoming professional development and resources.



Two classrooms were selected to be Iowa EC-PBIS **Model Classrooms**. Iowa EC-PBIS Model Classrooms are environments where Pyramid Model practices are being used to fidelity. These classrooms hosted practitioners from around the state to observe evidence-based practices in action.



The National Center for Pyramid Model Implementation (NCPMI) released updated Infant/Toddler and Preschool Module training. The SLT held **four Train the Trainer events** for each strand in order to prepare existing Infant/Toddler and Preschool trainers to deliver the new content.



Forty-nine professionals from Iowa were able to attend the **National Training Institute (NTI)** in Florida in April, 2024. NTI is a national conference for EC-PBIS professionals at all levels.



Over forty-five program leadership teams participated in some level of **Program-Wide EC-PBIS Cohort training** with nineteen programs completing the Year 1 series. Twelve programs were accepted into the 2024-25 cohort.



The **Coaching Community of Practice (CoP)** offered three strands of coaching support this year; instructional coaching, evidence-based practice webinars, and systems coaching. The three coaching strands had participants representing each professional development network system over the course of the year.



The **Prevent-Teach-Reinforce for Young Children (PTR-YC)** process was piloted in two programs by trained facilitators with the support of author Kelly Wilson. This process supports teams to develop tertiary interventions and monitor progress for children who are experiencing severe and persistent challenging behavior.

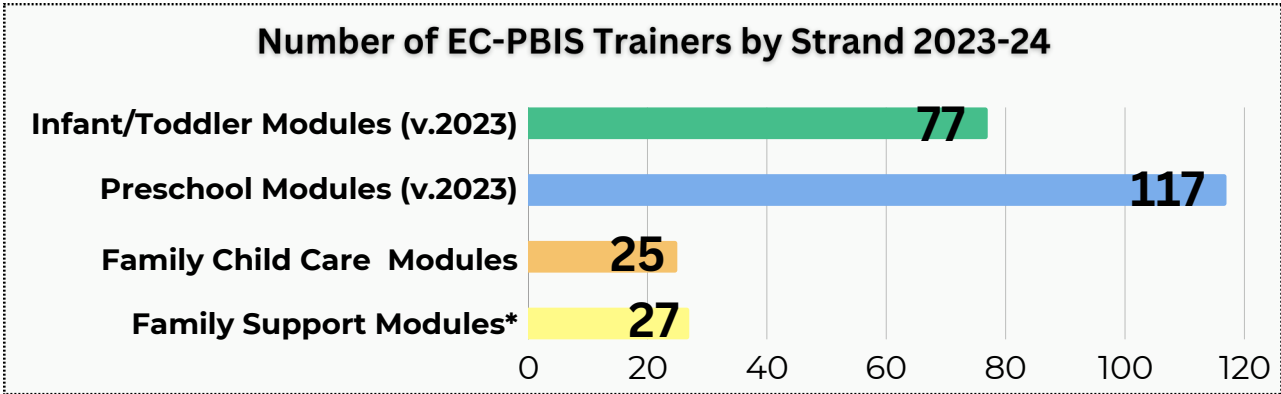
Professional Development Network

Training

There are currently four strands of Early Childhood - Positive Behavioral Interventions and Supports (EC-PBIS) trainings offered for staff working with young children in Early Childhood Education Programs. New content for the Preschool Modules and Infant/Toddler Modules was released in 2023. Each training is broken into modules. These modules can be grouped by which tiers of the Pyramid Model they address as part of a multi-tiered system of support (MTSS). **Data about practitioner trainings in 2023-24 is below:**

Training Strand	Tiers Addressed	Previous Version (2011)	Newest Version (2023)	Number Offered	Number of Attendees
Infant/Toddler EC-PBIS Module Training	Universal & Secondary	Modules 1-2 (15 PD hours)	Modules 1-6 (11 PD hours)	30	323
	Secondary & Tertiary	Module 3 (6 PD hours)	Modules 7-8 (6 PD hours)	4	32
Preschool EC-PBIS Module Training	Universal & Secondary	Modules 1-2 (12 hours)	Modules 1-3 (18 PD hours)	45	919
	Secondary & Tertiary	Modules 3A & 3B (12 PD hours)	Modules 4-6 (10 PD hours)	9	64
Family Child Care EC-PBIS Module Training	Universal & Secondary	Modules 1-2 (20 hours)	Coming Soon!	11	81
	Tertiary	Module 3	Coming Soon!	0	0

With the release of the new infant/toddler and preschool content, the SLT developed and offered four Train the Trainer events throughout the year to prepare already existing Infant/Toddler and Preschool trainers.



*The Family Support Modules focus on using EC-PBIS practices within home visiting. There were no reported trainings of these modules held in 2023-24.

Coaching

53
Program
Coaches

Program Coaches are experts in implementation and guide leadership teams through Program-Wide EC-PBIS. The Iowa network of Program Coaches is made up of individuals from different professional development networks in Iowa who actively support programs. In 2023-24, Iowa EC-PBIS contracted with two trainers to provide a 2-hour introductory training to new program coaches or those seeking more information.

125
Practitioner
Coaches

Practitioner coaching is essential to assure high quality implementation of Pyramid Model practices in the classroom. Coaching provides the sequence and structure for teachers to work with another professional who provides descriptive feedback, guides reflection and helps the teacher take actions to improve their skills. Practitioner coaches must attend one reliability training and the Overview of Practice-Based Coaching (PBC).

2023-24 Practitioner Coach Trainings



Teaching Pyramid **Infant Toddler** Observation Scale Reliability Training

2 Trainings

24 Attendees



Teaching Pyramid Observation Tool for **Preschool** Classrooms Reliability Training

4 Trainings

41 Attendees



Overview of Practice Based Coaching

2 Trainings

33 Attendees

Community of Practice (COP) Opportunities for Coaches



Instructional Coaching COP

72

Registrants

9

Meetings

Focus: skills and strategies needed to implement PBC with fidelity

Facilitator: national coaching experts

Schedule: monthly for 90 minutes



Systems Thinking COP

48

Registrants

9

Meetings

Focus: coaching leadership teams and administrators using the Habits of Systems Thinking framework

Facilitator: local systems expert

Schedule: monthly for 60 minutes

Evidence-Based Practices Webinars

85

Registrants

4

Meetings

Focus: coaching teachers in various evidence-based practices to support high-quality preschool environments

Facilitator: national experts

Schedule: quarterly for 2 hours

Community of Practice (COP) Opportunities for Coaches (cont.)

Coaching Communities of Practice are opportunities for coaches to learn more about a specific topic in Program-Wide EC-PBIS and the use of Pyramid Model practices.



Participants rated these opportunities as useful and applicable on average. (4.5 on 5 point scale)

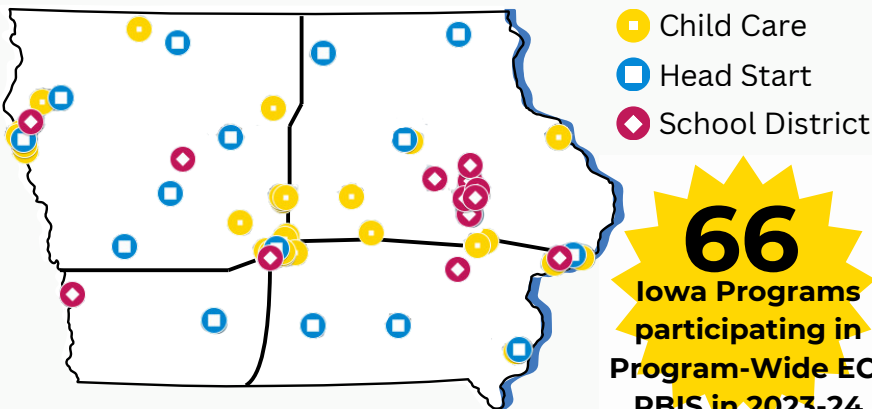
“Going back to the basics. I appreciate the term ESSENTIAL practices. If we do these things we will have a solid foundation in positive classroom practices.”

“I enjoyed today's system thinking CoP and the example using infant/toddler care. I plan to work through the problem (as I see it) using the current reality/desired reality model to identify more leverage points for change.”

“The Preschool Coaching CoP provides a platform for strengthening my coaching competencies and confidence, and building a community of practitioners with whom I can reach out to as needed.”

Implementation and Scale-Up

Map of Iowa EC-PBIS Implementation Sites



Program-Wide EC-PBIS refers to a **systematic** effort to implement the Pyramid Model throughout a program. Program-Wide EC-PBIS adoption is the next step after practitioner training to ensure Pyramid

Model practices are implemented with fidelity and sustained over time despite changes in leadership or staff turnover. Programs apply and are selected for a EC-PBIS program-wide cohort based upon readiness criteria aligned with implementation science. Selected sites receive training over three years on the implementation of EC-PBIS practices, strategies supporting high fidelity implementation, collection and reporting data on program and child outcomes.

Summary of Program-Wide Cohort Training and Stages

# of Programs in 2023-24	Stage	Description of Stage
12	Exploration Application Process	Programs assess the fit and feasibility of Program-Wide EC-PBIS by working with a coach to consider their current capacity, time and resources and commit to implementation.
19	Year 1 Installation 24 hours	Programs build the infrastructure necessary to implement EC-PBIS throughout the program including leadership team meetings, program-wide expectations, data systems and training.
14	Year 2 Implementation 18 hours	Programs support practitioners as they begin to use Pyramid Model practices in the classroom by providing coaching, reviewing data, engaging families, and developing ways to respond to serious behavior.
14	Year 3+ Sustainability and Support 12 hours	Programs utilize systems thinking strategies to consider sustainability and scale-up by using their data and considering the perspectives and needs of all staff, families and children.
19	Maintaining	Programs maintain implementation by holding monthly leadership teams, collecting and reviewing data and providing ongoing professional development and coaching.

Model EC-PBIS Classrooms

Model classrooms are environments which implement the Pyramid Model practices at a high level of fidelity. Teachers can apply for this recognition if they have two consecutive TPITOS or TPOTs in the past two years which meet the following criteria:

- 80% or greater overall average
- Minimum of 60% in all key practice areas
- No Red Flags



2 Classrooms

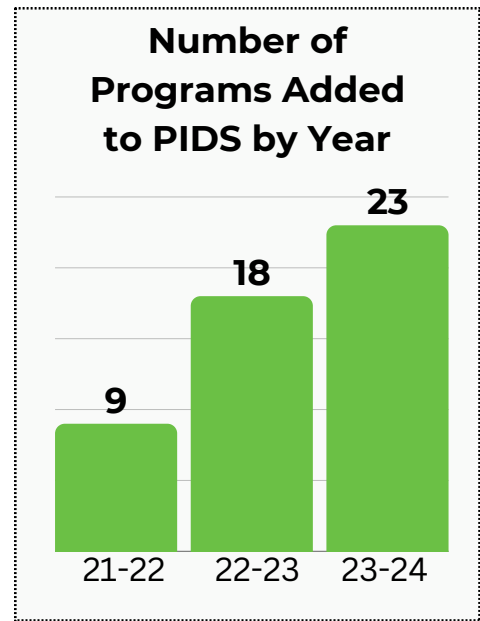
were selected as Model EC-PBIS classrooms in 2023-24. These classrooms hosted practitioners from around the state.

Data and Visibility



Iowa began using the Pyramid Model Implementation Data System (PIDS) in 2021. PIDS is the first ever national database specifically designed for Early Childhood programs implementing the Pyramid

Model. The database is user-friendly and secure. It allows programs to record data and pull reports which visually summarize data tools used in Pyramid Model implementation. Information sharing is efficient and strategic, providing program and state leadership teams with the critical reports and information needed to make decisions. Programs implementing Program-Wide EC-PBIS use a variety of data tools to measure the effort and fidelity of their implementation and its impact on children and families. A summary of these tools is below.



collected in 2023-24

48
BOQs

Benchmarks of Quality 2.0 (BOQ)

A self-assessment completed once or twice a year by the program leadership team to measure the critical elements of program-wide EC-PBIS implementation.

217
CCLs

Classroom Coaching Logs (CCL)

A form used by a coach to record details of coaching sessions with teachers to track progress, identify areas needing improvement, and adjust coaching strategies accordingly.

36
TPITOS

Teaching Pyramid Infant/Toddler Observation Scale (TPITOS)

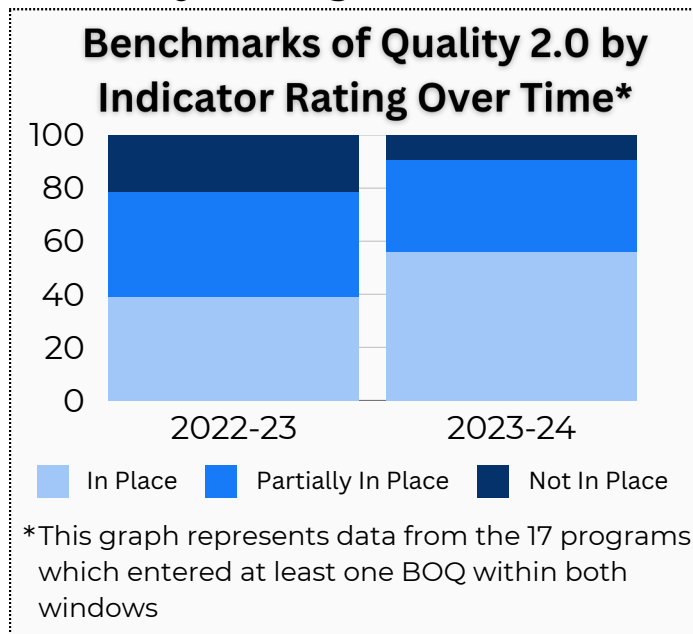
Observation tool completed by a reliable observer in infant and toddler classrooms to measure how well teachers are implementing Pyramid Model practices.

198
TPOTs

Teaching Pyramid Observation Tool (TPOT)

Observation tool completed by a reliable observer in preschool classrooms to measure how well teachers are implementing Pyramid Model practices.

Summary of Program Data for 2023-24



Average Observation Tool Scores 2023-24

TPITOS 84%

TPOT 83%

64% Reduction in **Red Flags** across both tools from fall of 2023 to spring of 2024.

Red Flags are practices which represent issues related to professional development, support or program practices and need to be addressed urgently.

Next Steps for Program Year 2024-2025

In 2024-25, the Iowa Early Childhood Positive Behavioral Supports and Interventions (EC-PBIS) State Leadership Team (SLT) will operate in year three of the five-year strategic planning cycle. This will include:



- Develop supports and resources to help programs and program coaches during the exploration phase of EC-PBIS implementation
- Expand the number of EC-PBIS model classrooms and the number of visitors at model classroom sites
- Identify criteria for model EC-PBIS programs



- Convene early childhood professional development networks
- Pilot an adult learning principles training for trainers to learn how to better engage participants
- Develop an EC-PBIS Handbook for coaches and trainers



- Gather feedback from EC-PBIS module trainers and participants
- Review, use and disseminate data points around the implementation of EC-PBIS and experiences of trainers, coaches, teachers, families and children regularly



- Connect with Iowa family organizations to share resources and determine needs
- Increase awareness of EC-PBIS and the EC-PBIS website
- Build state infrastructure to support use of tertiary interventions