



**THE
PYRAMID MODEL
CONSORTIUM**

Supporting Early Childhood PBIS



2020 PMC Annual Report



About the Pyramid Model Consortium

The Pyramid Model Consortium consists of a group of early childhood leaders who worked together to develop a framework known as the Pyramid Model for Promoting the Social Emotional Competence in Infants and Young Children. This model was developed with support from two federally funded projects—the Center on the Social and Emotional Foundations for Early Learning (CSEFEL) and the Technical Assistance Center on Social Emotional Interventions (TACSEI). In 2014, as federal funding from these two Centers finished, the Pyramid Model Consortium (PMC) was formed as a 501(c)(3) not for profit to continue the work around the implementation of the Pyramid Model. The PMC is comprised of early childhood researchers and leaders, who collaborated on CSEFEL and TACSEI to develop an evidence-based framework designed to guide system building to create awareness, understanding of and ability to use evidence-based practices to improve social and emotional outcomes for young children.

In 2017, the National Center on Pyramid Model Innovations (NCPMI) was funded by the U.S. Department of Education, Office of Special Education Programs. PMC serves as a partner with NCPMI to provide comprehensive training and technical assistance that supports implementation and sustainability of resources developed by NCPMI. Additional information can be found at www.pyramidmodel.org or www.challengingbehaviors.org

The main goal of the Pyramid Model Consortium is to promote equity and inclusion through the dissemination, sustainability, scale-up and high fidelity use of the Pyramid Model for promoting the social emotional competence in infants and young children by:

1. Providing training and technical assistance activities that support the high-fidelity implementation of the Pyramid Model within early childhood and early intervention programs.
2. Assist in guiding the development of community, tribal nations, state and national systems and structures (e.g. State Leadership Teams) that result in the implementation, scale-up and maintenance of high fidelity use of the Pyramid Model.
3. Disseminating research findings and resources on effective practices in a form and manner that addresses questions often posed by providers, families and policy makers.
4. Providing broad-based, technology-mediated TA to states, with a particular emphasis on meeting performance indicators related to behavior and social/emotional development.
5. Establish ongoing evaluation systems for all major Consortium activities to ensure high quality and efficient services.
6. Offering up-to-date information on effective practices, systems, and procedures.

254

Unique customers served in 2020

400+

Days of training and technical assistance in 2020.

45

Countries accessing Pyramid Model materials

Supporting State Capacity

To date, 35 states/territories have been supported to launch Pyramid Model State Leadership Team across the United States. These state teams range in number from 12-25 individuals representing cross-sector agencies that support infants, toddlers, young children and their families. PMC supports representatives from these State Leadership Teams to convene annually at State Day held as part of The National Training Institute on Addressing Challenging Behaviors to showcase the newest tools, resources, and evidence-based practices.

Over the course of the FY20, approximately 30 national certified consultants and 50 in-state External/Process Coaches delivered services to 254 unique customers. In total, over 400 days of training and technical assistance were provided in 30 states and territories.

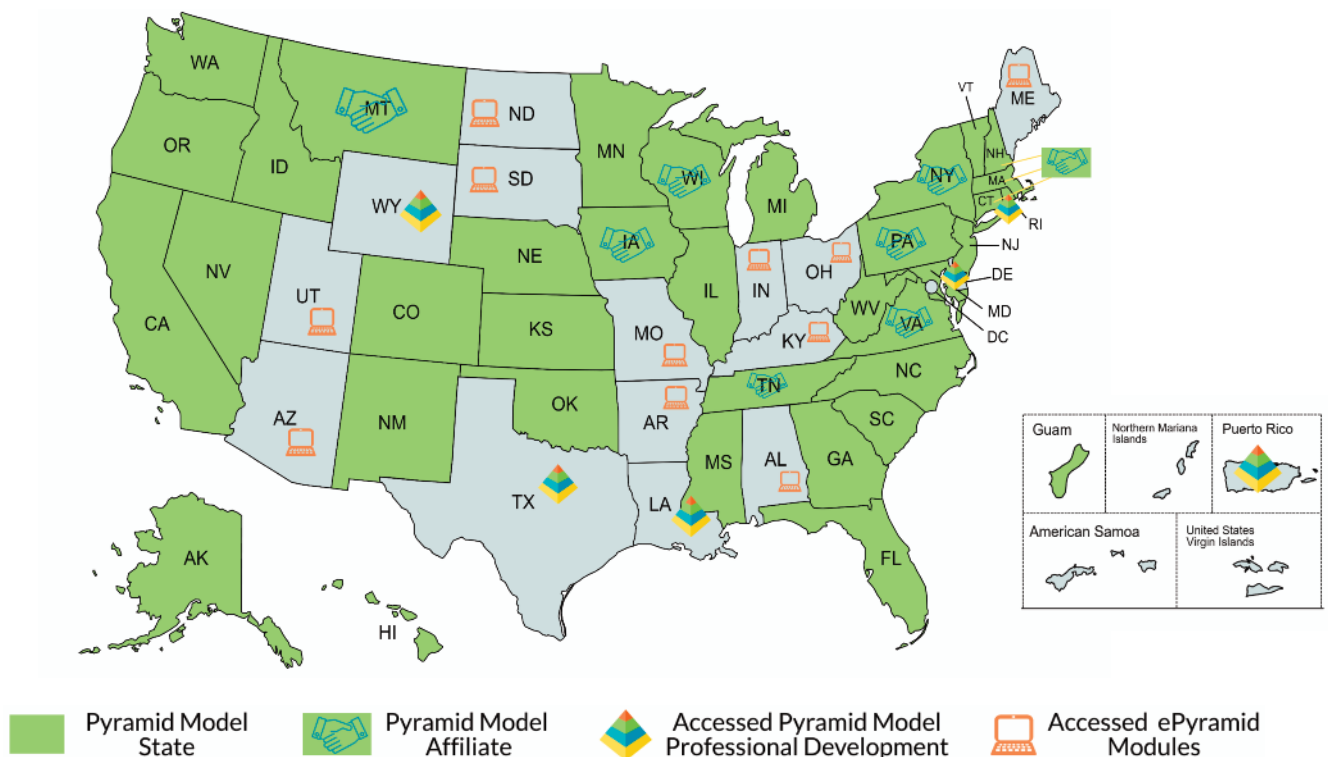
In 2020 PMC provide intensive support to a number of states, including Massachusetts, Illinois, Iowa, New Hampshire, Kentucky, New York and Oklahoma. In addition, 10 states are PMC State Affiliates, including: CT, IA, NH, MA, MT, NY, PA, TN, VA, and WI.

Within these states, community- and program-wide implementation sites are supported by developing a network of professional development providers who provide Pyramid Model training, Practice-Based Coach support and Program Coaching for implementation teams. During this past year, the Pyramid Model Consortium provided direct support to develop this network in Illinois, New Hampshire, and Massachusetts.

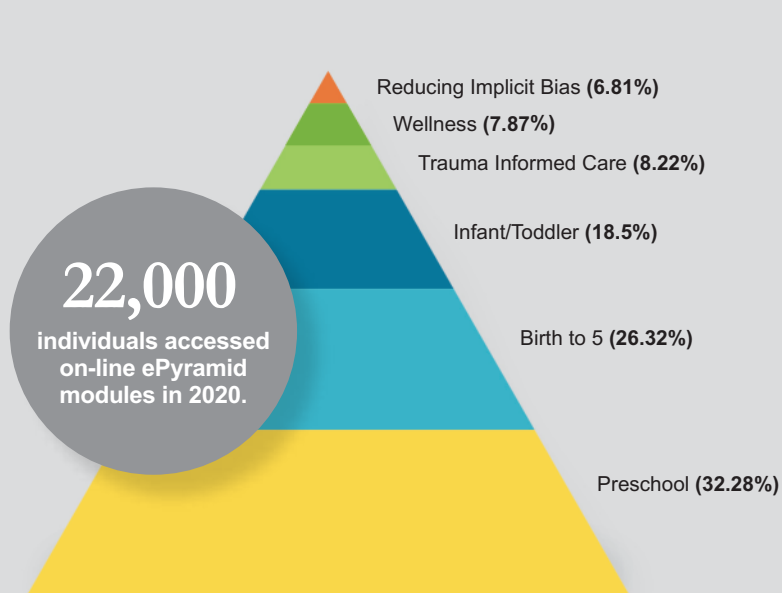
Pyramid Model Across the Globe

In addition to the work in the United States, Pyramid Model implementation has been tracked in over 45 countries. In 2020, the Pyramid Model Consortium provided direct support in several of these countries, including Canada, Mexico, Jordan, Australia and New Zealand. As part of this involvement, work has begun to ensure the translation of targeted materials into Spanish, French, and Arabic.

Pyramid Model Throughout US States and Territories



ePyramid Modules Accessed Throughout US States and Territories



Just a quick line about Pyramid Model. I AM IN LOVE!! BVS team had a “yes” moment last night on our zoom meeting. It was absolutely amazing!! Looking at the “why” figuring out the cause, not the action. Boy, 41 years of workshops, books, lectures left me second guessing myself. This gives me the tools to dive deeper. Even the hiring is a challenge in our field, I will have Pyramid education as part of my hiring process!! Thank you ♥

– Program Director



ePyramid Modules

The ePyramid is an online professional development program created by experts in the field to allow individuals self-paced, on-demand access to Pyramid Model training. Presently, ePyramid packages exist for the (a) Infant Toddler, (b) Preschool and (c) Birth-5 age range and consist of up to 18 hours of content, divided into three modules.

Additional modules in these key topics have been developed and are available:

- Trauma Informed Care and the Pyramid Model
- Wellness: Taking Care of Yourself
- Culturally Responsive Practices to Reduce Implicit Bias, Disproportionality, Suspension and Expulsion

In 2020, the ePyramid modules proved to be essential for continuing professional development for programs that were not able to be open to children and families due to COVID-19. The modules allowed teachers and staff the opportunity to work from home and increase their knowledge of Pyramid Model practices as well as its connection to Trauma-Informed Care and staff wellness.

Access to the on-line modules has been an essential tool for professional development with large-scale use of the modules occurring in Idaho, Montana, Minnesota, New Mexico, Wisconsin, Massachusetts, New Hampshire, and New Jersey.

To support implementation, Distance Coaching Cohorts have been developed. Pyramid Model Consortium Certified Consultants provide ongoing coaching sessions to ePyramid Model participants to support application and implementation practices. In 2020, over a hundred cohorts of teachers receiving support from a Coach through the application of the ePyramid Module Content.

Equity and the Pyramid Model

Pyramid Model Consortium, in partnership with the National Center for Pyramid Model Innovations (NCPMI), promotes policies and practices that advance equity, diversity, and the full inclusion and participation of all young children and their families in early care and education environments. The Pyramid Model practices and implementation approach affirm and celebrate the unique identities of young children and their families across all social identities. In accordance with this affirmation:

- PMC is dedicated to developing and disseminating products and materials that affirm the highest levels of dignity, respect, and individuality of each child, family, colleague, and community.
- PMC is committed to implementing the Pyramid Model to promote more equitable and just early care and education environments for young children, especially for those children who are historically marginalized.
- PMC will promote equitable outcomes for young children by: (a) confronting and dispelling implicit and explicit biases; (b) improving advocacy for young children and families who are often subject to biases; and (c) informing changes in policies, practices, and systems through advocacy.

PMC promotes the development of authentic relationships with young children, families and communities to enhance the capacity of early care and learning environments and systems.

- promote the social, emotional, and behavioral outcomes of all young children,
- eliminate the use of biased and inappropriate discipline practices including suspension and expulsion,
- promote family engagement,
- use data for decision-making,
- integrate early childhood and infant mental health consultation, and
- foster full inclusion, access, and participation of all children.



Fidelity and Evaluation

An important element of the work of the Pyramid Model Consortium is support for the high-fidelity implementation of the Pyramid Model. Data based decision making is a key element of Pyramid Model implementation. In 2020, in partnership with the New York State Leadership Team and the State University of New York (SUNY), we launched the first ever effort to design a national database. The following information is being collected:

Early Childhood Benchmarks of Quality (EC-BOQ)—The EC-BOQ is a measure of program-wide Pyramid Model implementation used by Leadership Teams to chart their progress and to develop action plans. EC-BOQ ratings are shared with the evaluation team.

Program Coach Logs—Program Coaches use an online system to document each substantive coaching contact with their programs including participant roles, focus of contact, and planned next steps.

Teaching Pyramid Observation Tool (TPOT)/The Pyramid Infant Toddler Observation Scale (TPITOS) —The TPOT and TPITOS are measures of Pyramid Model implementation fidelity in the classroom. Teachers are observed by personnel trained in TPOT/TPITOS administration, and de-identified results are shared with the evaluation team.

Behavior Incidents Reports/Child Outcome Data—The BIR and often used child outcome data are being collected to determine the impact at the classroom and individual child-level. This data allows for a deeper understanding of the impact of high-fidelity Pyramid Model implementation across a variety of demographics.

Results Based Accountability and Equity

During this fiscal year, PMC developed a Results-Based Accountability (RBA) framework:

- Adopting an RBA framework allows the Consortium to focus on the well-being of whole populations and the well-being of those served by Pyramid programs.
- Effort was made to determine data needed to be collected and understood consistently on a cross-systems level that allow Pyramid Consortium leaders, and state-level administrators and legislators to understand agency and program performance.
- These data will allow state and community leaders to target spending to approaches and programs that can demonstrate positive outcomes, and empower program managers, community partners, and family members.
- A targeted focus was made to understand equity issues in programs and at the system level and outcomes for providers, and, ultimately, outcomes the children and families served by the Pyramid system.





Overview of Pyramid Model Consortium Supports

State Implementation and Scale-Up

State technical assistance to build a cross-sector, statewide professional development (PD) approach that reflects lessons learned from 13 years of CSEFEL and TACSEI, as well as implementation science. State implementation includes the development of a state leadership team, a professional development network of program coaches and Pyramid Model experts, implementation sites, and systematic use of data, and scale up/sustainability.

State Sustainability and Scale-Up

Technical assistance for existing Pyramid Model State Leadership Teams to establish or strengthen the policies and procedures needed to ensure the long-term high fidelity use of the Pyramid Model statewide.

Community and Program-Wide Implementation of the Pyramid Model

Training and technical assistance provided to a district, region or program to establish high fidelity implementation sites of the Pyramid Model.

Train the Trainer: Infant Toddler Modules (2nd Edition) A three-day training workshop for early childhood professional development personnel on providing a high-fidelity training on the Pyramid Model infant-toddler classroom practices.

Train the Trainer: Pre-K Modules (4th Edition)

A three-day workshop to provide instruction on the use of the Promoting Social Emotional Competence training modules for delivering high fidelity training to classroom practitioners for children ages 2 to 5 years.

Teaching Pyramid Observation Tool (TPOT)

An intensive 2-day workshop to provide reliability training on the TPOT. This tool serves as the fidelity measure for preschool classroom implementation.

The Pyramid Infant Toddler Observation Scale (TPITOS)

An intensive 2-day workshop to provide reliability training on the TPITOS, this tool serves as the fidelity measure for infant toddler classroom implementation.

Pyramid Model Practice-Based Coach Training

An intensive workshop to prepare coaches to deliver practice-based coaching to classroom practitioners who are implementing the Pyramid Model.

Prevent—Teach—Reinforce for Young Children (PTR-YC)/Prevent Teach Reinforce-Families (PTR-Families)

A workshop for preschool teams in a manualized set of strategies for designing and implementing assessment-based interventions for children with the most significant challenging behaviors.

Targeted Strategies for Successful Inclusion of Children with Disabilities

This training provides classroom teams (teachers and assistants) as well as supervisors, behavior specialists and other special education team members with training in successful inclusion strategies.

Trauma Informed Care and the Pyramid Model

This training provides practitioners with information on the linkages between Pyramid Model and Trauma Informed Care. Concrete strategies are provided on how to ensure classroom teachers and early childhood providers are trauma informed in their practice.

Positive Solutions for Families (Pre-K Parent Modules)

Training on the use of the Positive Solutions for Families Modules to help parents use positive and effective parenting behaviors, which in turn promote children's social and emotional development and address the challenging behavior and mental health needs of children in early childhood programs.

Parents Interacting with Infants (PIWI) (2nd Edition)

Training on PIWI focuses on implementation of intentional strategies that support the parent/child dyadic relationship through home visitation models and/or by those facilitating socialization groups.

ePyramid Online Courses/Coaching Cohorts

Six online self-paced course offerings for practitioners to support Pyramid Model implementation. In 2020 we expanded the offerings to include distant coaching sessions in connection to the course content.



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As a Home Visiting Program we had asked for a coach who could tailor the coaching to meet the needs that home visitors have in providing services to parents and families. The coaching met and exceeded our expectations. All home visitors enrolled were extremely satisfied with the training. They reported that the coach was extremely knowledgeable, well organized and answered all questions thoughtfully and thoroughly. They enjoyed all discussions that took place during the sessions.

– EHS Education/Disabilities Manager

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Looking Ahead

As the Pyramid Model Consortium completes its seventh full year of operation, the development of certified consultants has been essential to ensure the high-fidelity scaling of the Pyramid Model. In addition, the development of new resources like the ePyramid Modules and the use of distance coaching as a format to support implementation, has been an essential component in the growth of the model.

While much focus has been given to ensuring data are collected to demonstrate the effectiveness of the model, as we move forward into the coming year, additional effort will be given to develop a national framework for state and international partners to utilize for collecting data that continues to illustrate the impact of these large-scale system efforts.



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