Wisconsin Pyramid Model Core State Leadership Team



April 18, 2023



Wisconsin Pyramid Model Leadership Teams Purpose and Responsibilities

Core Team:	State Leadership Advisory:		
Smaller group more closely connected to	Larger group of people/organizations invested		
procedural decision making	in the vision of the Pyramid Model Initiative		
Attend and actively participate in quarterly	Attend an annual State Leadership Advisory		
meetings of the group	meeting, review updates from the quarterly		
Inform procedures for bringing on	Core Team minutes and inquire and		
approved trainers/coaches/sites/	participate in Pyramid Model updates at state		
communities	wide meetings		
Develop an action plan by prioritizing	Develop and sustain infrastructure to support		
activities based on the annual Benchmarks	program wide implementation;		
of Quality rating and monitor progress of	Disseminate information about the Pyramid		
the plan	Model priorities, actions, and		
Develop processes and systems for data	accomplishments, including messaging to		
based decision making about fidelity of	families;		
implementation	Provide capacity for professional		
Advocate for and determine appropriate	development to cross systems professionals		
funding to cover activities and staffing	in evidence based practices;		
Advise and support state coordinators in	Share resources that support the work of the		
making key decisions	Pyramid Model action plan;		
Inform Pyramid Model advisory group of	Understand and integrate practices promoted		
accomplishments and outcomes	by the Pyramid Model into state infrastructure		

- Meets quarterly for 2 ½ hours, typically in morning in Jan, April, July, October
- Joins the Advisory meeting in the afternoon in April and October
- Meets annually in April and October in a joint Core and Advisory Team meeting

WISCONSIN PYRAMID MODEL VISION:

Each and every Wisconsin infant and young child will experience nurturing and authentic relationships within engaging, culturally responsive environments that honor diversity in all its forms in order to ensure healthy social and emotional development.



WISCONSIN PYRAMID MODEL MISSION

We advocate, train and coach to elevate awareness, honor relationships and support adults to apply skills and strategies that ensure equitable outcomes for infants, young children and their families through intentional implementation of the Wisconsin Pyramid Model in programs and communities.

September 2021- updated July 2021 Mission and Vision

Our agenda

1. 10AM to 10:05 Review of roles and responsibilities of the Core Leadership Team

2. 10:05-10:15 Check in: What show or movie has caught your attention in the last 3 months? Extra credit: do you wait and watch shows weekly or wait until the season is over and binge?

- 3. 10:15-11:10 Highlights and advice
- · Highlights on Impact- Poster
- Planning for Pyramid Model Family Content
- Community Wide Implementation
- 4. 11:10-11:30 Highlighting the work: Pyramid Model Video project
- 5. 11:30-11:50 Team members updates and connections
- 6. 11:50-12:00 Preview of Advisory Team meeting and meeting close

LUNCH WILL BE PROVIDED, please stay and join us for the Advisory meeting from 1:00-2:30

What song or movie has caught your attention in the last 3 months?



Do you "wait and watch weekly" or "save and binge"?

WISCONSIN PYRAMID MODEL

2022 IMPACT REPORT





www.wiaimh.org

s Pyramid Model Membership Resc

Wisconsin Pyramid Model Home Stay Connected Connect with your Regional Lead Data System Resources Find a PM Trainer ISI Find a PM Training Implementation chil arin Learn about the Pyramid Model f fa PM Helpful Links Resources State Leadership Team Updates Upcoming Pyramid Model Training Might you share paper copies to talk about the work and impact of Wisconsin Pyramid Model?

QR and link included in notes



WISCONSIN PYRAMID MODEL



PYRAMID MODEL IN WISCONSIN

Wisconse Alliance for Inform Meetal Health (W-AMH) is the coordinating agency for the Wisconsin Pyramid Model. Wisconsin has been implementing Pyramid Model state-wide since 2010. It is guided by a Care and Advisory Team. Pyramid Model state-wide and regional coordination and external cooking is funded at a 6.75 FE.



There are currently 66 implementing programs across 175 individual sites/locations in Wisconsin. Child Care: 52% Head Start: 26% Public 44: 25%

Wisconsin has developed a staff survey for Program

staff receiving coaching report it improved their

use of practices. These staff are also more likely

than staff not experiencing coaching to report

having the time and materials to implement these

accomplishments and make adjustments. 92% of

and State Leadership teams to celebrate



Prantil Model training and technical asistance providers. All

sector training and technical assistance providers. All trainers use shared content created by Wisconsin Pyramid Model, Wisconsin Pyramid Model is responsible for training teams and coaches who are implementing program-wide.

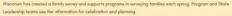
Program-wide leadership team members are given ongoing learning opportunities that are tailored for their role. Participants reported that these opportunities improved their ability to do their job (94% agreed).





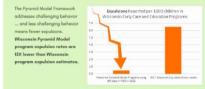
Programs implementing

practices

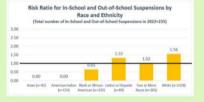




ADDRESSING SUSPENSION & EXPULSION



Data from 32 programs (48% of implementing programs) shows no significant relative risk of in-school or out-of-school suspension for any racial or ethnic groups.



A program's child guidance policy is connected to their use of suppression and expulsion. To address law BoQ ratings for BoQ indicator #5 Wisconsin teamed with address of the Teaching and Quidance Policy Essentials Checklet (NQ-HEC) to field test the tool is evoluciting program policy identifying and enhancing key elements to create equitable and effective behavior guidance policies.

Effective

Policies

Discipline



statement that includes the promotion of social emotional skills, use of positive guidance and prevention approaches and eliminates the use of suppression and exputsion.

We are looking at how the TAG-PEC can support the creation of consistent high quality child guidance policy for both Pyramid Model programs and non-Pyramid Model programs. We hope to develop a process for all programs to access this technical assistance.

COMMUNITY-WIDE

There are currently 28 child care programs (22% of implementing sites) within 5 communities in Wisconsin deeply engaged in community-wise deeply engaged in community-wise deploymands and the second site of the Programs connected to a community-wide effort are not only more likely to sustain Pyramid Model implementation but do so with higher rates of fidelity.

Wisconsin piloted a community-wide implementation training that was met with high levels of satisfaction (100%). As a part of this training, we have gathered and developed several resources to help communities



consider the membership of the leadership team, possible partnerships within their community and the supports available to programs, practitioners and families.

We will contrus to expand community-wide implementation efforts to support early core and education programs. To do so, well partner with mental health, public health, public schools and burness leaders to invest in training, cooching and resources aimed at supporting program-wide implementation and looks for families to guide social and emotioned development.



FAMILY ENGAGEMENT

A survey completed in 2021 includend that only USA of magonitum had used the Positro Solutions for Familias context. Our team revolved our facilitator training to include a planning guide that participants used to hink floadly blanning. Include, makeling, portening and low PSF seasons could be offend in their community. 1005 of participants reported being useful with the new training and 1005. fait it would plannow their adhities to do their jobs.

We provide low-cost Family Handbooks in exchange for facilitators registering their events and providing a feedback survey to families. Over 90% of families that have attended reported that they will make steps to use what they learned at the workshop and all participants : reported an increase in their inowledge of different key strategies.



WI-AMM is leading the development of a statewide Infant and Early Childhood. Mental Health Consultation program. We are considering how the Parents Interacting with Infants (RWI) model might provide Tier 2 family plagracy options and incorporate mental health consultants to provide reflection and support to PMM facilitations or dyads.



There are currently 66 implementing programs across 173 individual sites/locations in Wisconsin. Child Care: 52% Head Start: 26% Public 4K: 23%

Estimates of recipients:

692 Classrooms850 Teachers8,150 Children

Spring 2023 Implementation Academy Update

8 program applicants

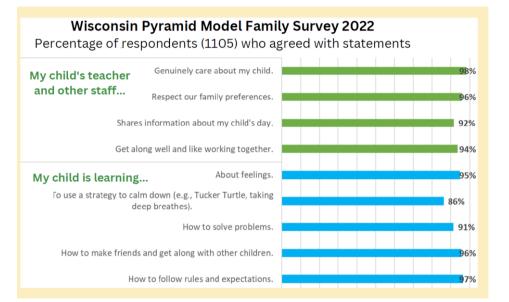
- 6 are programs within Pyramid Model Communities
- 1 program in a potential Pyramid Model Community

16 Practitioner Coaches registered

• 6 will coach in Infant Toddler rooms

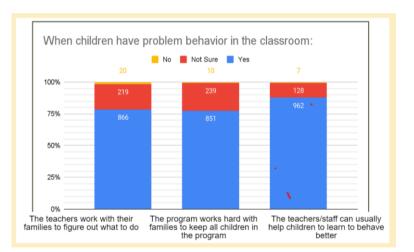


https://wiaimh.org/pm-institute









Pyramid Model

Individualized Intervention

This professional development program provides content and resources to support the use of evidence-based problem solving to develop individualized social and emotional interventions for children ages 18 months to 8 years who are being cared for in Early Childhood Education settings.

While content addresses the "Intensive Intervention" tier of the Pyramid Model, discussion will focus on how and whether individualized support can be distinct from high quality universal and targeted practices promoted in Pyramid Model teacher training content. Specifically, this program will emphasize the intersection between function-based intervention and infant and early childhood mental health consultation.

Intended Audience

This program is designed for people that, working with teams, create and sustain individualized support for young children who exhibit behavior that challenges adults, e.g. home visitors, Head Start education directors/consultants, Birth to 3 teachers/ therapists, early childhood special educators/therapists, school psychologists, mental health consultants or therapists.

When

Early Childhood Personnel and Families Use Effective Practices

> June 20-21 Day 1: 9:00 am - 4:00 pm Day 2: 8:30 am - 4:00 pm light breakfast at 8:30

Intensive

Targeted Social Emotional Supports

igh Quality Supportive Environm

lurturing & Responsive Relationsh

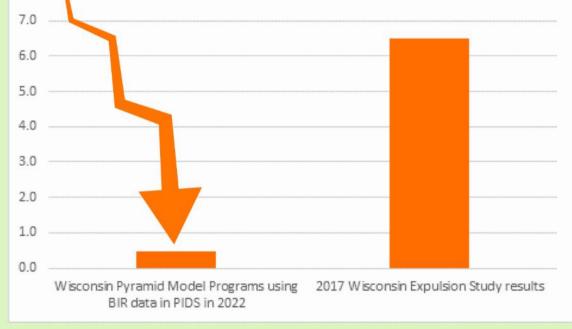
Cost

\$95 includes training materials, light continental breakfast and lunch.

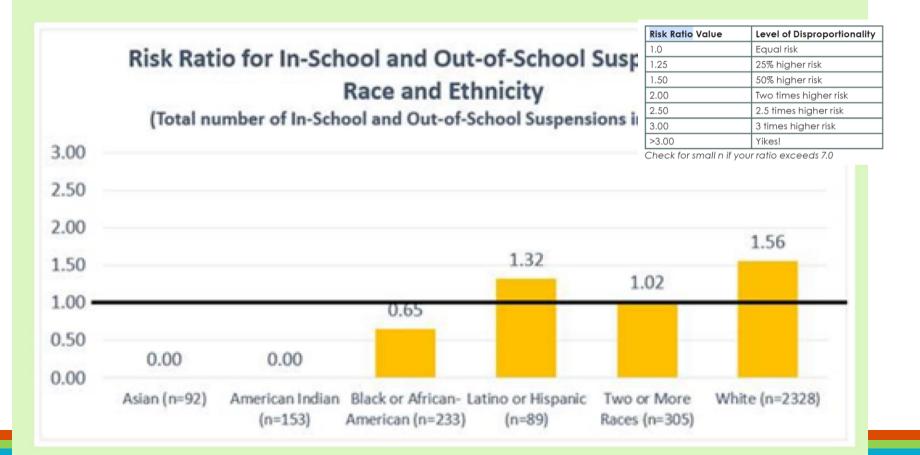
Where

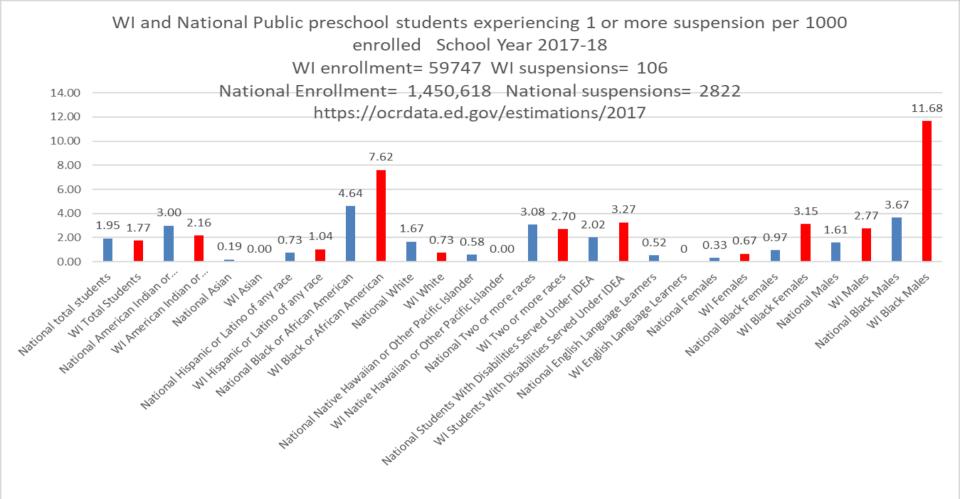
CESA 7 Head Start 1130 S. 9th St. Manitowoc, WI The Pyramid Model Framework addresses challenging behavior ... and less challenging behavior means fewer expulsions. Wisconsin Pyramid Model program expulsion rates are 13X lower than Wisconsin program expulsion estimates.

Expulsions Reported per 1000 children in Wisconsin Early Care and Education Programs

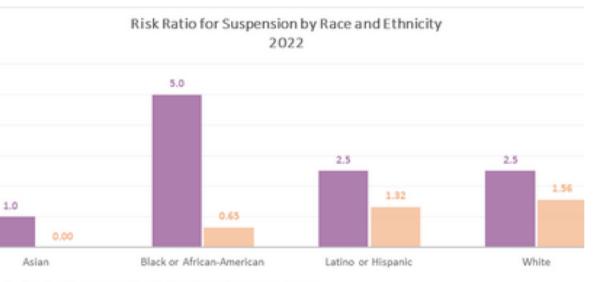


Data from 32 programs (48% of implementing programs) shows **no significant relative risk** of in-school or out-of-school suspension for any racial or ethnic groups.





- suspended from Early Care and Education programs. 2022 data from
- Wisconsin Pyramid Model programs using the Pyramid Model Implementation
- Data System (PIDS) shows a reduced risk for suspension for all racial and ethnic groups, and a much lower risk of suspension for black children.

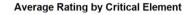


B Data from the 2017 Wisconsin Office of Children's Mental Health Annual Report

Wisconsin Pyramid Model Programs Submitting Data into the Pyramid Model implementation Data System (n+3304; 235 total suspensions in 2022)

Updates on our priorities

State Leadership Team BOQ Trend Report





Implementation and Demonstration Programs/Sites

- Implementation Programs/Sites (IPS)
- Demonstration Programs/Sites (DPS)
- Implementation Communities (IC)

Implementation and Demonstration Programs/Sites

Highlights	Priorities
 New programs continuing to launch despite current circumstances Community based programs are implementing and using data at slightly higher rate than other programs not connected to Communities 	 Could we use the rubric to determine demonstration site status? Supporting Community level implementation as data shows that programs are sustaining implementation more deeply when connected to a community









Verona Area First Five Years supporting All Families Every Step of the Way

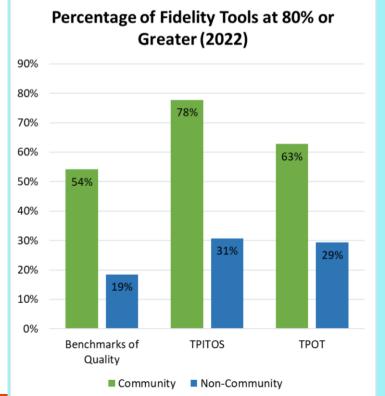


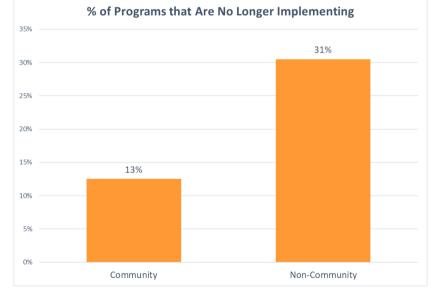


WISCONSIN ALLIANCE FOR INFANT MENTAL HEALTH Early Relationships Matter

Greater Watertown Community Health Foundation

Community Wide Implementation - Data shows it works





91 programs have come through the team launch...

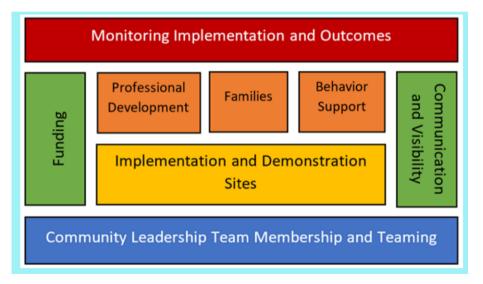
- **32** were a part of a community wide effort
- 59 were not apart of a community

Components and Considerations

Where do you see yourself or your agency in community implementation?

Where do you see opportunities for connections and collaboration?

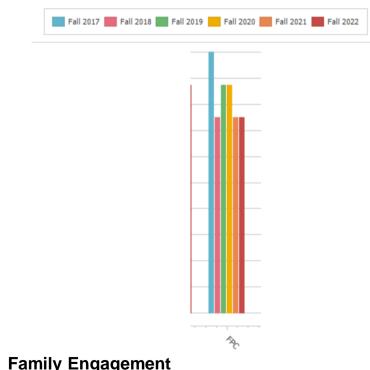
How can we lift and sustain Community Wide Implementation in our state?



Updates on our priorities

State Leadership Team BOQ Trend Report

Average Rating by Critical Element



-	
•	Family Participation and Communication (FPC)

Family Engagement			
Highlights	Priorities		
 PSF curriculum has gained interest connection to CCR&R Families have high response rate of family survey / programs are soliciting for responses High representation of those that responded to the family survey 	 Survey for families to collect data around impact related to PSF Exploring PIWI implementation with UW-O collaboration to early intervention 		

Data Based Decisions for Positive Solutions for Families Implementation

1. Edited training to include planning time and more resources

TASKS	THINGS TO THINK ABOUT WHILE PLANNING	IDEAS	NEXT STEPS/NEED TO COMPLETE YET
FUNDING			
Determine Cost Secure a funding source Order Supplies Order/Print Materials Secure a venue Virtual: What link will you use, how will you get materials to participants? Plan for a food options Always Coffee Dishes vs Disposable Taking out trash Leftovers? Kid friendly/balanced Food Allergies Transportation? Internet Connection/Bandwidth	How much money will you need? What supplies might you need? pens, highlighters, giveaways, etc What will your organization provide? How do you request it? Who might you ask to sponsor? What options will you offer? in person, hybrid, virtual, etc Will you offer food? (dinner for families, snacks, etc)!f so, where to purchase		

Positive Solutions for Families Planning Guide

2. Created a more efficient registration and data collection system and offered materials at a low cost in exchange for data





providing a feedback survey to families. Over 90% of families that have attended reported that they will make steps to use what they learned at the workshop and all participants reported an increase in their knowledge of different key strategies.

Changes in Knowledge Before and After Attending Positive Solutions for Families





Comments From Feedback Survey

List at least one thing you are already doing differently as a result of PSF

•I am more mindful of providing positive messages and avoiding negative ones.

•I don't react as fast I stay calm and try to think of calmer ways to react in certain situations

•Playing more board games with children.

•Noticing positive behaviors and pointing them out. Create connection before expecting them do do something.

•Giving my child choices for transitioning has worked wonders

What would you tell other families about PSF

•To take advantage of this program because it is very enlightening and enrich one's knowledge on how to deal with children.

•It provides useful skills you can incorporate into your daily life.

•Use coping skills in problem solving situations.

•It helps build a more positive relationship with your child and can help change their behaviors.

•Attend so you can learn skills to help provide a consistent routine to help stop children's anxiety

•Great to get feedback from other parents and get good parenting tools

PIWI INFORMATION

WI Child Welfare Professional Development System

Supporting Families Together Association

WI Child Abuse and Neglect Prevention Board

WI Alliance for Infant Mental Health

Northwest Connection Family Resources

- Reframe PIWI as a Tier 2 "intervention" playgroup model
- Organizing a workgroup to consider:
 - Communication and Outreach
 - PIWI facilitator qualifications
 - Training and implementation coaching
 - Reflective support for PIWI facilitators
 - Resources needed
 - P Evaluation/ Measuring the impact of PIWI

Updates on our priorities

State Leadership Team BOQ Trend Report

Average Rating by Critical Element



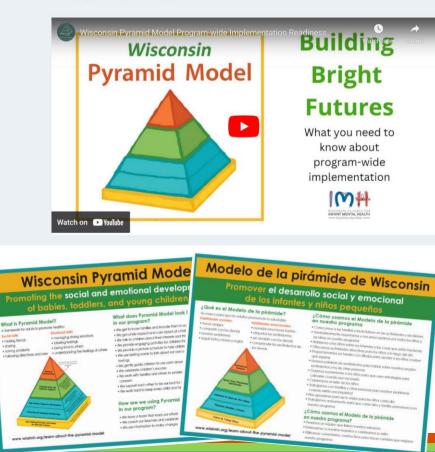
State Leadership Team (SLT)

- SLT Membership and Logistics (SML)
- Action Planning (AP)
- SLT Coordination and Staffing (SCS)
- SLT Funding (SF)
- SLT Communication & Visibility (SCV)
- Authority Priority and Communication Linkages (APCL)

State Leadership Team		
Highlights	Priorities	
 Core team that has sustained throughout State Level implementation Strong Statewide Coordination highlighting efforts and makes strong connections across statewide agencies to ensure implementation is sustained and meaningful 	 Meeting evaluations for SLT post meeting; feedback from all levels of implementation (trainers, external coaches, community teams) Securing funding for next budget cycle Marketing plan - video stories and messaging tools 	

https://wiaimh.org/learn-about-the-pyramid-model

For more information on program-wide implementation, please watch the 12 minute video below:



What is the **Pyramid Model?**

Wisconsin Pyramid Model programs help parents build a solid foundation and strong start for their child's lifelong learning.

In Pyramid Model programs, children learn how to identify and manage feelings and behavior, make friends, follow instructions, and engage in group activities-important skills for school readiness and lifelong success!

Pyramid Model programs provide

Safe and compassionate environments for all children

Children learn best when they feel safe and cared for. Pyramid Model programs are designed with the child in mind-from physical space to the language used in every interaction.

Effective teaching and learning strategies

Pyramid Model programs use strategies that are proven to be effective, and data shows increases in positive outcomes, decreases in challenging behavior, and therefore fewer explusions.

Support and coaching for teachers

Just like the best athletes, teachers who care for groups of children deserve coaches to help teachers hone the skills and strategies specific to our youngest children.

Individualized intervention for kids who need it Kids are all different and some kids need a little more help to be ready for kindergarten. Pyramid Model programs provide individualized attention to support those needs.

Want to learn more? Visit the Wisconsin Pyramid Model website at www.wiaimh.com/Pyramid-Model

INFANT MENTAL HEALTH

TEACH. COACH. CHANGE

1. LIFE SKILLS

Pyramid Model teaches children to:

- follow directions
- get along with others
- manage emotions
- work together

2. SCHOOL RE

The Pyramid Model provides a strong foundation so children are poised for success when they enter kindergarten.



3 INCLUSIO



The tiered Pyramid Model framework meets the needs of each and every child and provides intensive intervention to those few that will benefit most from it. Pyramid Model Programs reduce expulsions, which are statistically much higher for children of color in Wisconsin.

Wisconsin **Pvramid Model**



Learn more about Wisconsin Pyramid Model

Pyramid Model Video Project

VIDEO #1: "TEACHERS & COACHES TESTIMONIAL"

Video Intention: Create a video that upholds the voices of teachers and coaches to inform target audiences of the power and gift of Pyramid Model internal and external coaching.

VIDEO #2 "DIRECTOR'S TESTIMONIAL"

Video Intention: Create a video that upholds the voices of Pyramid Model program-wide implementation site directors to inform target audiences of how directors'/teams' **personal experiences of positive outcomes** for children, teachers and families balance and outweigh the initial investment of time, training and support in the early years of program-wide implementation.

VIDEO #3: "FAMILIES TESTIMONIAL"

Video Intention: Create a 3-5-minute video that upholds the voices of family members who have seen positive changes in their children as a result of child care in a Pyramid Model program-wide implementation site to inform target audiences of how **Pyramid Model has positively impacted parents/guardians/caregivers** through programs engaging with families and children being intentional taught and guided to learn important social and emotional skills.

VIDEO #4: "THE PYRAMID MODEL DESCRIPTION"

Video Intention: Create a video that describes the Pyramid Model with a blend of the directors, coaches and families.

Video Summary: So now that the viewer has been persuaded by videos 1-3, it's time to inform them of exactly WHAT this amazing Pyramid Model is and HOW it works. We'll dive into some of the specific strategies and tools that the Pyramid Model offers to achieve those great results.

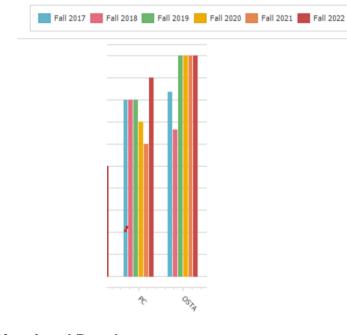


SNEAK Preview

Updates on our priorities

State Leadership Team BOQ Trend Report

Average Rating by Critical Element

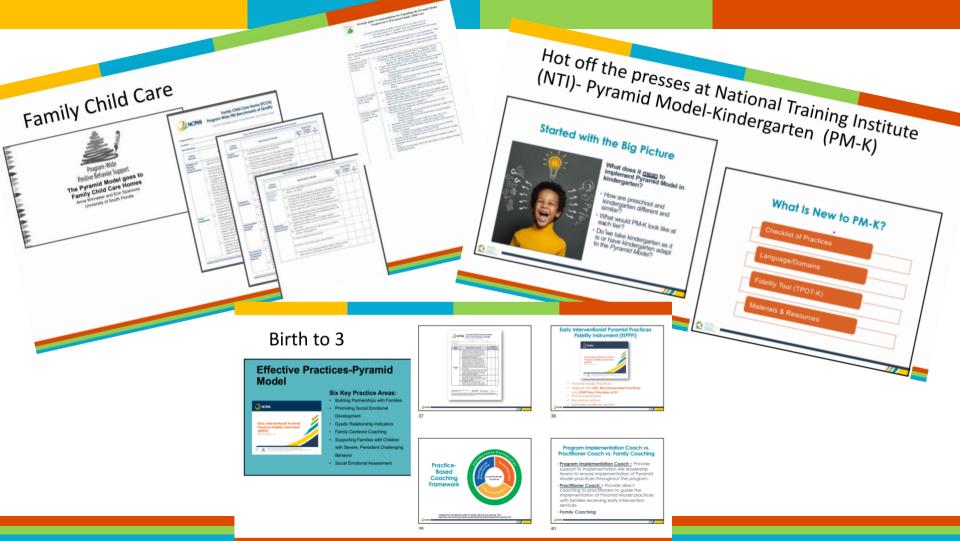


Professional Development

- Program Coaches (PC)
- Ongoing Support and Technical Assistance (OSTA)

 PM practices are a primary
need - data shows programs are still accessing training / TA / support Capacity to recruit External Coaching - add some feedback around the support they receive especially as new to external

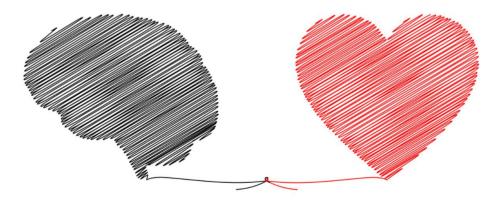
How large should the PM scope become?



Trainer lists updated

	Find a Pyramid Model Trainer	
Pyramid Model 8 Part Series	Positive Solutions for Families	Birth to Five e-Modules with Reflective Coaching
Infant-Toddler Series	Parents Interacting With Infants (PIWI)	Módulos electrónicos Nacimiento a 5 con Entrenamiento Reflexivo
	Pyramid Model Individualized Interventions	
Promoting Mental Health in Young Children		Preschool e-Modules with Reflective Coaching

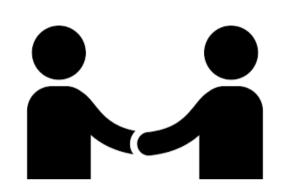
Connecting and Collaborating



Advisory Team Meeting: Develop summary points

WISCONSIN PYRAMID MODEL

2022 IMPACT REPORT





Wisconsin Pyramid Model is a project of the Wisconsin Alliance for Infant Mental Health



Next meeting dates

MEETING DATES for 2023:

July 11th (10am-12pm) WI-AIMH office, Middleton

Oct 24th Core (9:30am-12pm)
 WI-AIMH office, Middleton and
 Advisory (1:00pm-2:30pm)

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