

Wisconsin Pyramid Model
State Core Leadership Team
July 13th, 2021

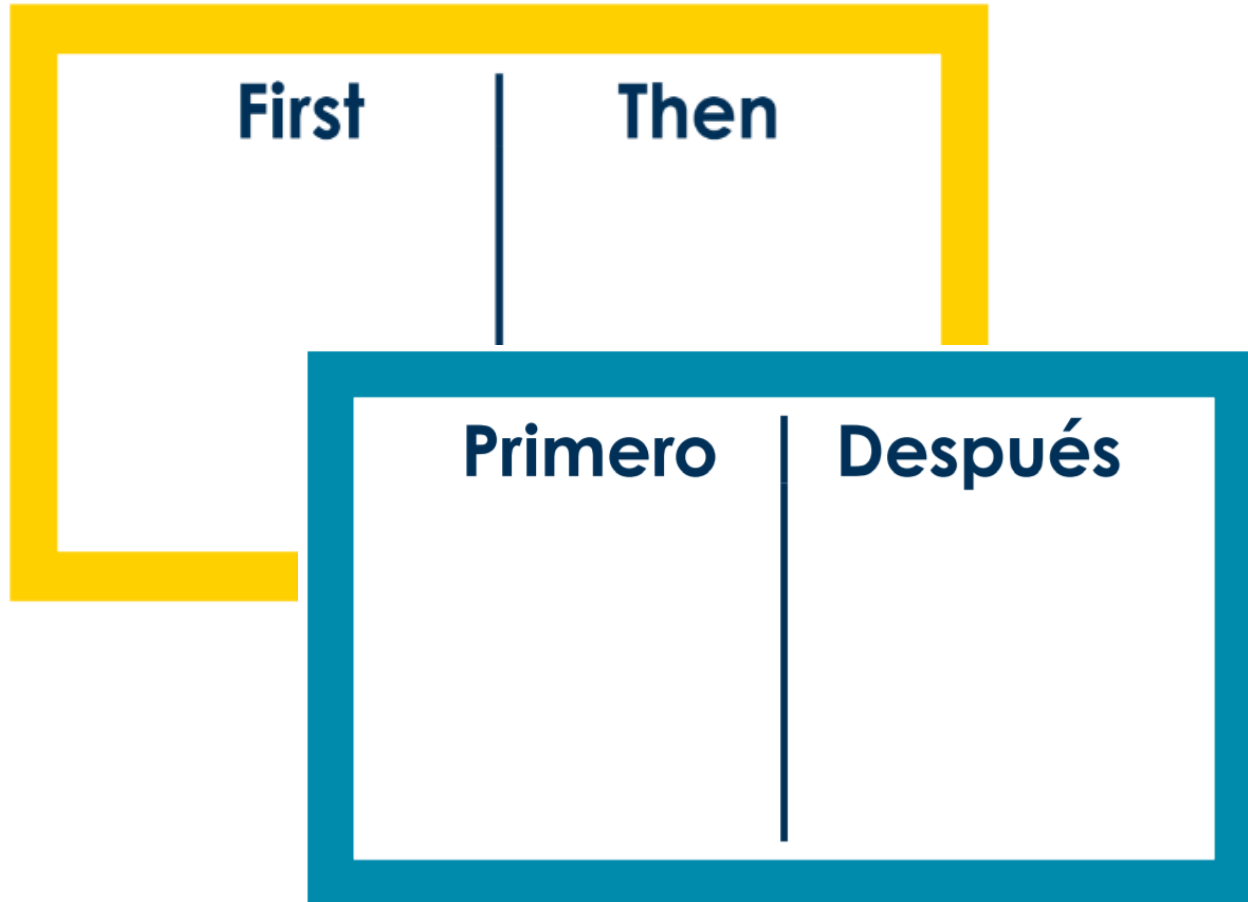


Welcome. Please “sign in” by typing your name and the agency you are representing today into the chat. Thank you.

Current Vision statement:

*The State of Wisconsin will have
comprehensive, cross disciplinary
professional development
to support professionals working
to ensure the social and emotional well-
being
of infants, young children, and their
families*

Managing the work, filling your cup



What is your “then”?

www.challengingbehavior.org

1. Green resource library
2. Type “first then” in the search box

Our meeting objectives for today



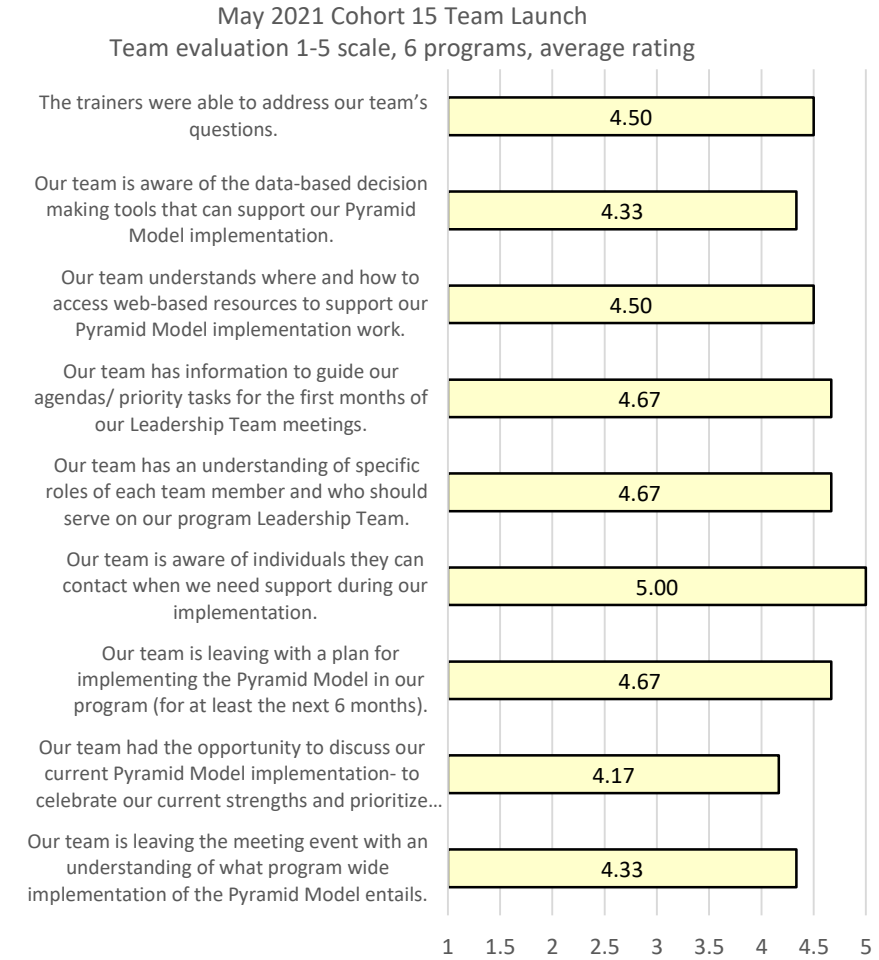
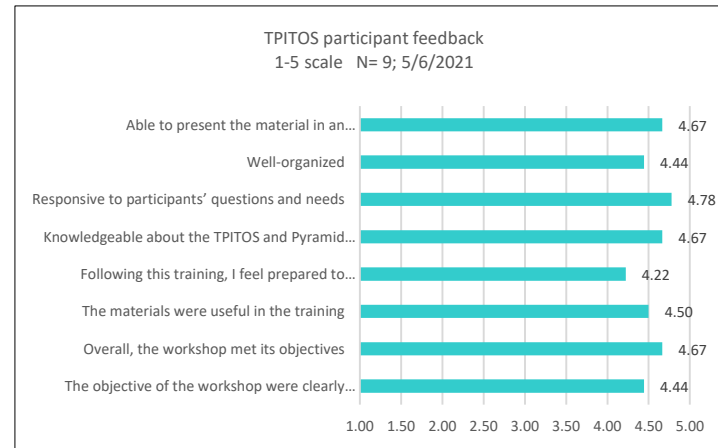
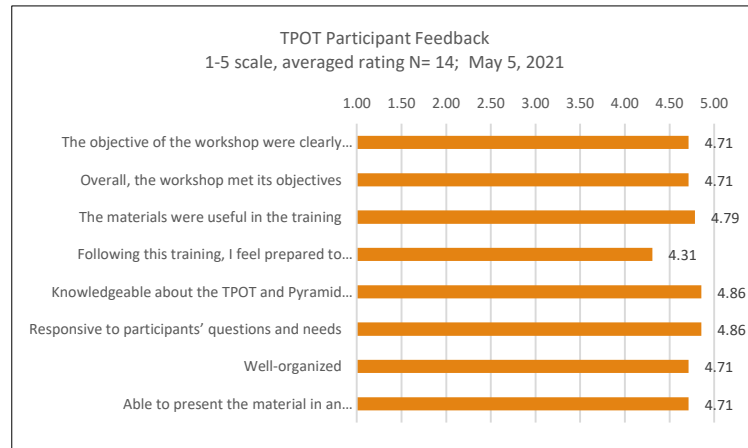
1. Receive updates on current projects/activities from WI-AIMH Pyramid Model team and members of the Core Leadership Team.
2. Preview and advise on key activities for the next biennium
3. Learn and provide opportunities to connect Pyramid Model (team updates)
4. Consider and create updates to structure: Mission/vision, team members and workgroups



Coordinator Quarterly update

1. Spring 2021 Implementation Academy-Cohort 15

- 22 coaches reliable in the **TPOT**
- 10 coaches reliable in the **TPITOS**
- **Team Launch** with 6 new programs: 2 Child Care, 3 Head Start, 1 School district relaunching with focus on supporting community sites
- 21 coaches learned **Practice Based Coaching** guided by PM tools and resources
- 11 new **PIWI** facilitators
- 24 new **Positive Solutions for Families** facilitators

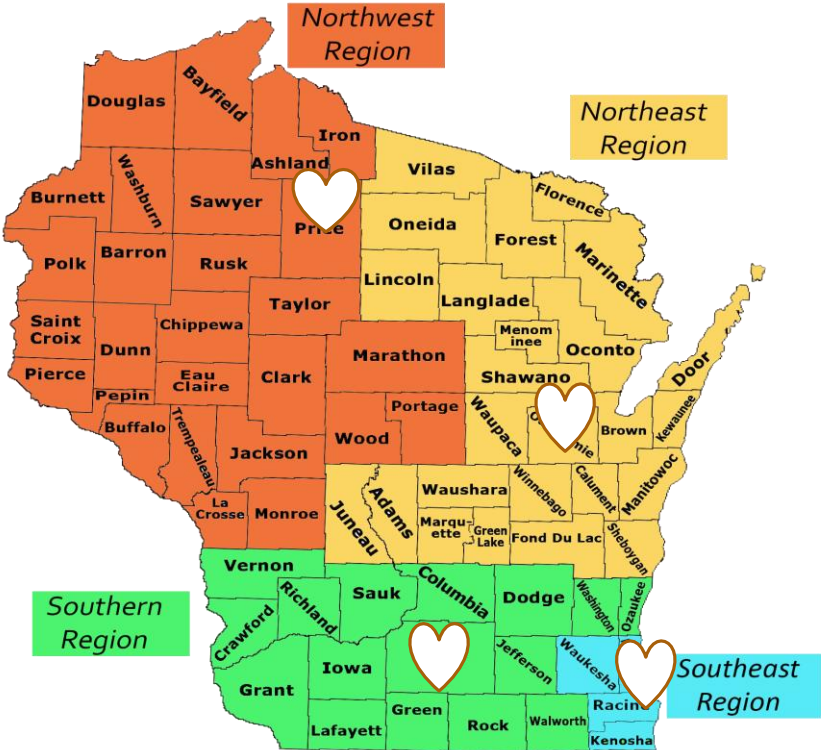




Coordinator Quarterly update (con)

2. Infant Toddler content is set for piloting

3. Successful regional Communities of Practice



I collected a lot of interesting resource ideas today

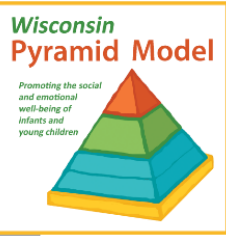
The whole meeting was uplifting and valuable

A wonderful opportunity to connect with others around the state.

Great job providing an informative and safe place to talk

Conversation on implementation strategies as an IMHC

This was the best COP I've attended (maybe ever)



Coordinator Quarterly update (con)

4. Recommendation to pursue Early Childhood Mental Health Endorsement®

Next Steps:

- Feasibility assessment
- Specific outreach related to school based MH
- Link endorsement to Community Innovation Grants cross sector work
- Employ lessons learned from IMH-Endorsement® as a guide
- Utilize data to support the decision
 - 70% were interested in considering being a part of the leadership cohort
 - 82% are interested in pursuing their own ECMH-Endorsement
 - 100% would like to learn more about how to connect this to their work and believe those that they work with (colleagues, networks, and professionals they support) would be interested in earning their own Endorsement
 - 100% were interested in collaboration opportunities to support those they work with in becoming Endorsed through Endorsement cohorts, crosswalk reviews, advocacy, etc.

Coordinator Quarterly Update- PMC Equity Series

Mission

To engage with Pyramid Model State Leadership Teams in a multi-day effort to bring a more focused equity lens to our Pyramid Model Implementation work.

Goals

- Support capacity building within SLTs to understand how equity impacts in their Pyramid Model implementation efforts.
- Today we will provide a shared foundation of national early childhood equity data, issues and recommendations with a presentation led by authors of the “Start With Equity” report from the Children’s Equity Project, followed by some time for reflecting and sharing reactions to the content.
- The subsequent dates will be used to reflect on the implications for our work related to equity in (a) State Leadership Teams, (b) Network of Program Coaches/Trainers and (c) Implementation Sites. Each of these sessions will look at the need for data to drive decision-making.

Exploring Equity Across the Four Essential Structures:

State Leadership Team, Professional Development
Network, Implementation Sites and Data Systems



FIELD TEST DRAFT 1/21/2021

Alissa Rausch & Angie Van Polen

Guidance for use of the State Leadership Inventory for Exploring Equity Issues Across the Four Essential Structures:
State Leadership Team, Professional Development Network, Implementation Sites and Data Systems

The inventory is designed, principally for the State Leadership Team (SLT) to foster awareness, careful discussion and ongoing action steps to maximize equity considerations during Pyramid Model statewide implementation in a non-evaluative way. The inventory supports SLTs to examine issues present in the four essential structures that perpetuate the use of harsh discipline practices such as suspension and expulsion, and/or segregated learning for children identified with disabilities. State leadership teams are encouraged to use this inventory at any stage in the implementation process: exploration, installation, implementation, scale-up and/or sustainability.

We highly recommend the use of the summary tables at the end of each section to develop action steps based on intentional investigation and review of evidence of harsh discipline practices and segregated learning for children diagnosed with disabilities. These summary tables will bring a focus on such areas to create or redesign policies and procedures to promote equity.

It is recommended the SLT review the Inventory, at a minimum, annually as a companion to the State Benchmarks of Quality. Some items on the Inventory will have readily available answers. Others may require the SLT to initiate data systems in order to have necessary data for decision-making. SLTs may find that the Inventory sections specific to each essential structure are best addressed initially by separate subcommittees or work groups that bring their initial review back to the entire Team for study and decision-making. Where data suggest an equity concern, it is suggested the SLT establish an ad hoc subcommittee or work group to draft and execute an action plan with quarterly progress reports to the full SLT. Some equity action plans and objectives can be completed quickly, other equity actions may well represent multi-year initiatives such as: recruitment of SLT members, Program Coaches and implementation sites; fiscal matters; and policy.



Coordinator Quarterly Update- PMC Equity Series Keynote



CHILDREN'S EQUITY PROJECT

THREE KEY POLICY AREAS

that strongly influence children's experiences in the classroom:

- HARSH DISCIPLINE**
and its disproportionate application in learning settings
- LACK OF INCLUSION**
of young children with disabilities in learning settings
- INEQUITABLE ACCESS**
to high-quality learning opportunities for dual language & English learners

Facilitators



Shantel Meek
Founding Director
Children's Equity Project (CEP)
Arizona State University



Lisa Gordon
Project Director
Children's Equity Project (CEP)
Arizona State University



Dawn A. Yazzie
CEP Partner
Southwest Human Development,
and
Georgetown University COE for
IECMHC

<https://drive.google.com/file/d/1sN1gm8uXSG6IjU2ov0o3QLYSO8AGZabQ/view?usp=sharing>



Key activities for 2021: PDG

- ❖ Process and procedure for Social and Emotional **Badge**
 - ❖ **Application anticipated in August for formal raters**
- ❖ Enhance resources and capacity to use the **Community Benchmarks of Quality 2.0**
- ❖ Expand **External Coaches** cadre
 - ❖ **Application out this week: www.wiaimh.org/ About > Work with us**
- ❖ **Pilot** TPOT and TPITOS to provide Practice Based Coaching in **Family Child Care**
- ❖ Expand the cadre of Parents Interacting with Infants (PIWI) and Positive Solutions for Families (PSF) trainers **Anticipate application in August for PIWI and PSF Trainer of Facilitator candidates**
- ❖ **Training content** creation and enhancements:
 - ❖ 8 Part Series,
 - ❖ Implicit Bias/ Culturally Responsive Practice course
 - ❖ Pilot Spanish e-Modules Birth to 5 : **Modules are out; reaching out to pilot trainers**
- ❖ Teaching and Guidance **policy planning and resource** development



Key activities: Biennial contract

- Lead Pyramid Model **State Leadership Team (SLT)**
 - **Recruit and retain at least 3 additional, diverse members to participate on the SLT (eg. Tribal community representation, men of color, Head Start, multilingual communities, public health, DHS Title V)**
 - **Explicitly and meaningfully include an equity focus in the group's mission and vision statement**
- Keep **stakeholders** up to date
- Represent the Wisconsin Pyramid Model system at **national level**
- Expand high-quality Pyramid Model **training and coaches**
- Support the **cadre** of external coaches
- Connect with Bureau of Early Care **Regulation**
- Support **home and school** connections and **community** implementation



Planning for expanding

- Cohort 16 (Fall 2021) program wide applications are out: <https://wiaimh.org/pm-implementation>

All events run from: October 7th through November 11th



STRATEGY
RESEARCH
ANALYSIS
DEVELOPMENT
GROWTH
INNOVATION
PARTNERSHIP
MARKETING

Team
member
updates-

Connections
and
opportunities

Vision

Mission

Aspirations and goals

The core purpose

Future

Present

Effect

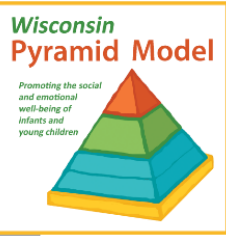
Cause

Something to be accomplished

Something to be pursued for that accomplishment

The State of Wisconsin will have comprehensive, cross disciplinary professional development to support professionals working to ensure the social and emotional well-being of infants, young children, and their families





Small groups to review and revise this draft

VISION VERSION DRAFT 07/2021

All Wisconsin infants and young children 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

MISSION VERSION DRAFT 07/2021:

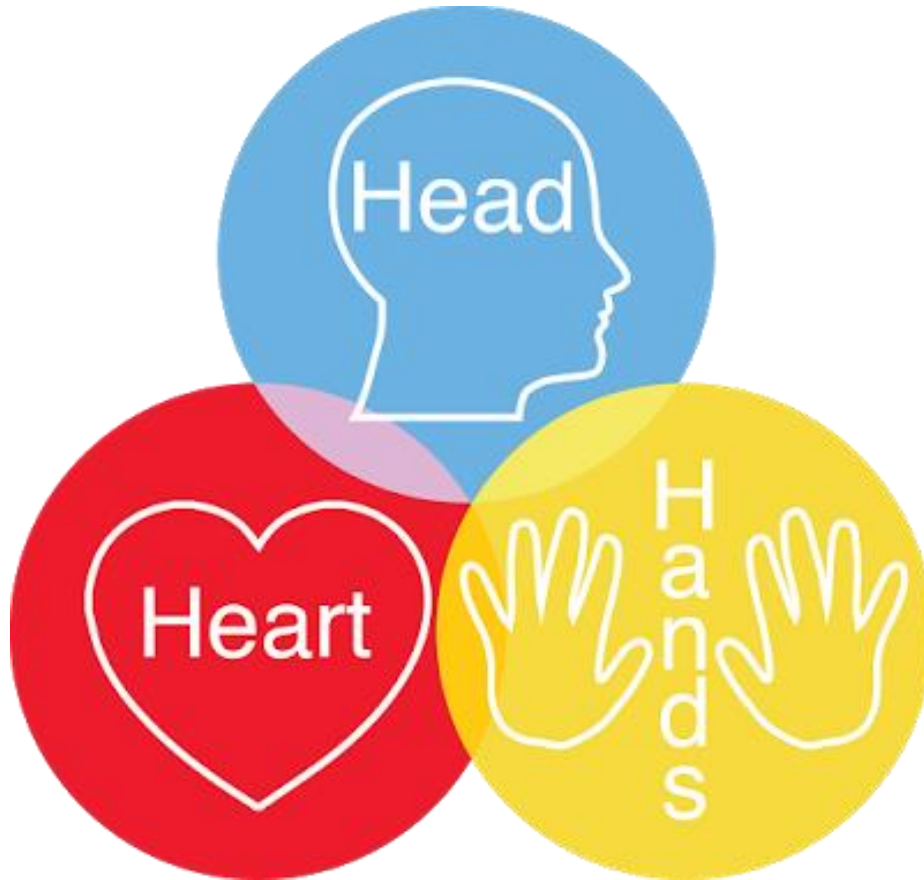
We will provide training and coaching that elevates awareness, builds relationships and supports adults to have the tools they need to ensure equitable outcomes and reduce long-term negative outcomes for all babies, young children and their families through intentional implementation and integration of the Wisconsin Pyramid Model in programs and communities.



Final firm draft: 07/16/2021

- **July 2021 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
- **July 2021 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.

Who is needed for this work?



- Core Team Membership
- Advisory Team Membership
- Workgroups
 - Social and Emotional Badge:
 - Chris; Abbe; Tiffany
 - TAG-PEC policy
 - Abbe; Jess; Amy;
 - Training editing
 - Supporting families
 - Staci, Connie
 - Equity inventory and recommendations:
 - Yulianna, Jeannette

Core Team Representation

- WI-AIMH
- DCF- Quality Bureau of YoungStar
- DCF- Quality Social and Emotional
- UWM- Home Visiting
- WECA- Workforce Initiatives
- SFTA- Early Childhood Initiatives
- DPI- Office of Early Learning
- DCF- Quality: Inclusion
- RtI Center- WI PBIS
- WI Model Early Learning Standards
- DPI- EC Equitable Multi-Leveled Systems of Sup.
- External Coaches
- The Registry
- SFTA- Family Resource Centers
- DPI- Special Education
- Head Start Collaboration
- Madison Accreditation

ADVISORY TEAM REPRESENTATION

- Birth to 3/Early Intervention
- Child Abuse Prevention Board
- Department of Children and Families Administration
- Department of Children and Families Licensing
- DPI – School Mental Health Framework/ Student Services/Prevention and Wellness
- DPI - WI Special Education Director
- DPI Early Childhood Special Education
- MKE Coalition for Children's Mental Health Mental Health America of WI
- Office of Early Childhood Initiatives- Milwaukee
- STG International
- Technical Colleges
- United Way GMWC & Milwaukee Succeeds
- WCCAA – Child Care Administration Association
- WFCCA – Family Child Care Administration Association
- WI FACETS
- Wisconsin Association of School Boards
- Wisconsin Council of Administrators of Special Services (WCASS)
- Wisconsin Early Childhood Collaborating Partners (WECCP)
- Wisconsin Head Start Association
- WITCCA – Wisconsin Intertribal Child Care Association

Community/Program wide sites

- Appleton Area School Districts
- Greater Watertown Community Health Foundation
- ReachDane
- UW Oshkosh Head Start
- Verona Area First Five Years



Remaining Dates for 2021- dates for 2022?

October 5th- Benchmarks of Quality rating 9:30AM to 12PM;
highlights for Advisory team 1:00-3:00 PM

The screenshot shows the website for the Wisconsin Alliance for Infant Mental Health. At the top left is the logo with the text "Wisconsin Alliance for Infant Mental Health" and a stylized "IMH" graphic. A navigation menu includes: About, IMH Endorsement, Conference, Programs, Pyramid Model, Membership, Resources, Donate, and Contact. The main content area is titled "Early Relationships Matter" and "Wisconsin Pyramid Model State Leadership Team". A blue button reads "Roles and Responsibilities of Core and Advisory Teams". Below this is a section for "ANNUAL REPORTS" with links for 2020, 2019, 2018, 2016-17, 2015, 2014, and 2012-13. A "STATE LEADERSHIP TEAM - UPDATES" section contains a link for "1-12-2021 WI Pyramid Model State Core Leadership Team Update (pdf)". On the right side, a search bar is visible, and a dropdown menu lists various resources, with "State Leadership Team Updates" highlighted in a red box. A small graphic of the Wisconsin Pyramid Model is also present in the dropdown menu.