WI PYRAMID MODEL FOR SOCIAL AND EMOTIONAL COMPETENCE

STATE LEADERSHIP TEAM MEETING
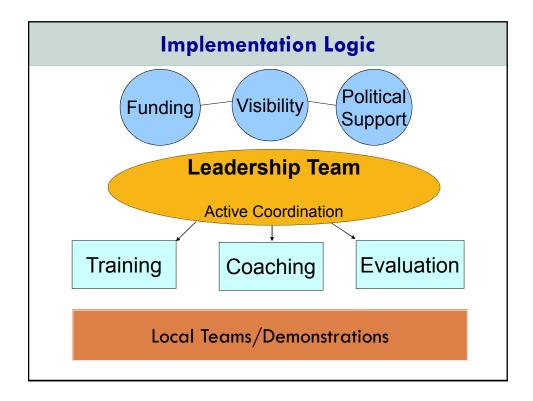
April 29th, 2013

Today:

- Introductions/Greetings
- Updates from the coordinators
- Updates from state team members
- Program-wide implementation update
- Workgroup updates
- Pyramid Model training and regional communities of practice
- Expanding and supporting external coaching
- Staying connected & meeting evaluation

Meeting objectives

- □ To learn, share and get updates on the Pyramid Model implementation efforts in our state
- □ To discuss Pyramid Model priorities in the context of the Race to the Top grant
- □ To review progress made on expanding program-wide implementation: Cohort 4
- □ To discuss issues related to supporting trainers & supporting programs (communities of practices & external coaching)

Implementation Logic

Funding — Visibility — Political Support

Leadership Team

Active Coordination

Training   Coaching   Evaluation

Local Teams/Demonstrations

Updates:

☐ National Training Institute

☐ Workgroup restructure

☐ Race to the top & the Pyramid Model

    ◻ Priorities

    ◻ Budget

    ◻ Workplan

System: A group of interacting, interrelated, or interdependent
elements forming a complex whole

☐ Too often professional development is considered
simplistically, e.g. one-shot training

☐ If the **goal of professional development is the
high fidelity use of EBPs (evidence based
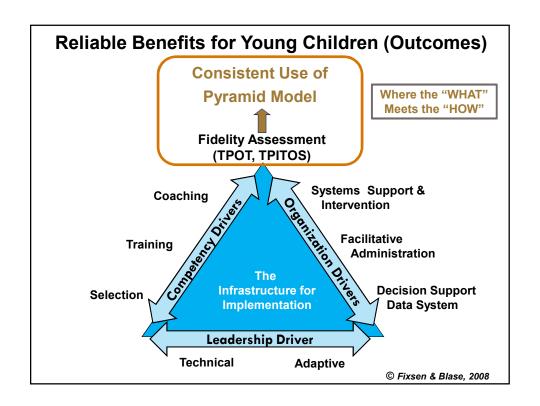practices),** then it is multifaceted with many
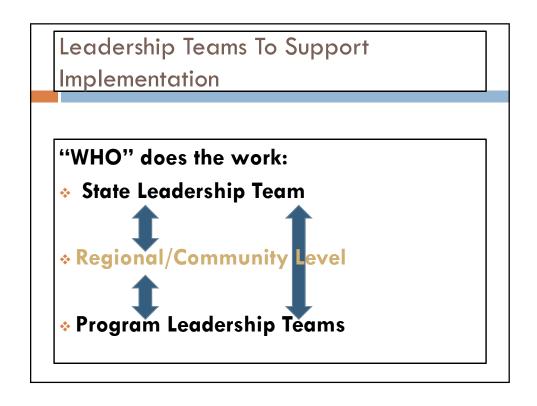interdependent elements

Karen Blase

Implementation Science- Karen Blase

- **Stages (2-4 years)**
  - Exploration & Planning
  - Installation
  - Implementation
  - Scale-up & Expansion

- **Goal is High Fidelity use of EBPs**

- **Implementation Teams**

- **Buy-in/Readiness**

- **Planning for sustainability is throughout (not left to the end!)**

- **Drivers:** Leadership (technical, adaptive), competency (training, coaching), organization (systems, facilitative administration/supportive contexts), data systems for making decisions about PD and ensuring fidelity)

Key Components/Elements of Our Model

- **State Leadership Team** to plan, implement and scale-up a sustainable, cross-agency, state infrastructure

- **Demonstration Sites** with Leadership Teams to demonstrate effectiveness and to model for others

- **Master Cadre** of trainers and coaches that support high fidelity use of the Pyramid Model

- **Data/Evaluation and data feed-back systems** for: data-based decision making at all levels for PD, ensuring fidelity, demonstrating effectiveness, and making system changes

- **Family Involvement** throughout all elements and stages

Reliable Benefits for Young Children (Outcomes)

Consistent Use of Pyramid Model

Where the "WHAT" Meets the "HOW"

Fidelity Assessment (TPOT, TPITOS)

Coaching

Systems Support & Intervention

Competency Drivers

Organization Drivers

Training

Facilitative Administration

Selection

The Infrastructure for Implementation

Decision Support Data System

Leadership Driver

Technical

Adaptive

© *Fixsen & Blase, 2008*

Leadership Teams To Support Implementation

"WHO" does the work:

❖ **State Leadership Team**

❖ **Regional/Community Level**

❖ **Program Leadership Teams**

2013 Pyramid Model Priorities

Race to the Top

- Deliverables related to the Pyramid Model:
  - "Overview document of initiative and funding
  - Additional Milwaukee demonstration site
  - Increase in number of trainings and target mentoring/coaching support in areas of great need to being program-wide implementation"

Visibility

□ http://www.facebook.com/WiPyramidModel?ref=h

□ Total Likes **145**
□ Friends of Fans **40,709**

Please help us spread the word! Like our page! It is a way to stay connected!

Link to our facebook page from the Collaborating Partners Pyramid Model page:
◻ http://www.collaboratingpartners.com/social-emotional-competence-sefel-pyramid.php

Visibility

□ Pyramid Model on the Collaborating Partners
  □ State team updates
  □ Secure information for the implementation sites

□ Google Analytics:
  □ January1ˢᵗ- March 31ˢᵗ, 2013
    ◼ 2,180 page views
    ◼ 1,542 unique page views

State team members updates

Expanding program-wide implementation : Timeline

What	When	Who
Review and edit the application and rating rubric	February 18th 2013	LN
Distribute applications (collaborating partners, target programs that participated in 8 part series, consider inviting programs that were not ready in 2010/2011/2012	March 1st, 2013	LN and team
Application deadline	April 1st, 2013	
Individual review	April, 2013	
Team meeting to determine candidates	April- doodle will be sent to the team to determine the meeting date	team
Implementation Academy logistics: • Determine Date! • Confirm and reserve location	April	LN & JB Angie
Notify –applicants (provide detailed feedback)	May 1st, 2013	LN
Create registration materials for the Academy		Angie/LN/JB
Registration for the Implementation Academy open	June 1st, 2013	Angie
Implementation Academy agenda, content, Materials, etc…	June-July	JB/LN
Implementation Academy	August 12th—15th	JB/LN

Applications received

- ☐ Green Bay "Kidz in Motion"
- ☐ Baraboo school district
- ☐ Milwaukee Urban Day school
- ☐ West Bend Rolf's Education Center
- ☐ Fond du Lac school district
- ☐ Jefferson County early intervention
- ☐ Madison "The Learning Gardens"

Application review committee feedback

- ☐ Rating summary..\..\Implementation sites\rating summary-2013.docx

Next steps

- External coaching support
- Implementation Academy
  - August 12th-15th in Wausau
  - Session for new sites
  - Support for external coaches
  - Training on the Parenting Modules

Workgroups Updates

- Training Support – Julie
- Parenting Modules – Staci
- Information Sharing – Andrea
- Data- Julie and Lana

PYRAMID MODEL
TRAINING WORKGROUP
UPDATE

Site data and its use

Action	Update
Work on creation and expansion of the web-based data system with emphasis on program-level & teacher-level data	Waiting to receive the funds to continue working on the program-level data.
Prepare annual data reports for implementing sites	Currently inventorying all submitted data; recalculating based on changing TPOT fidelity measure

Training content/support for sites

Increase training/support for implementation sites' data coordinators	• Developed screen recordings of how to summarize and output data • Will host a day of data review at PM Implementation Academy (August 13th)
Increase training and support for internal coaches	• Currently reviewing resources from NCQTL Practice Based Coaching • PM Implementation Academy will have ½ day coaching overview after 1 ½ day TPOT reliability
Define the skill set of the external coach	• Current program wide application has some information

PM Individualized Interventions workgroup
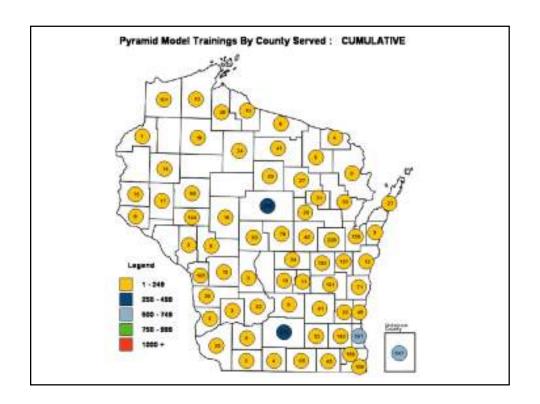
| Action	Update
Develop training content and advise on delivery method/ material access to increase the capacity for early care and education systems to use function based individualized intervention for young children with challenging behavior	• Content near finalized • 2 day training with web-based resources • Pilot training scheduled for May 30/31st in Wausau • Targeted cohort 1 and 2 sites • Currently 15 registered
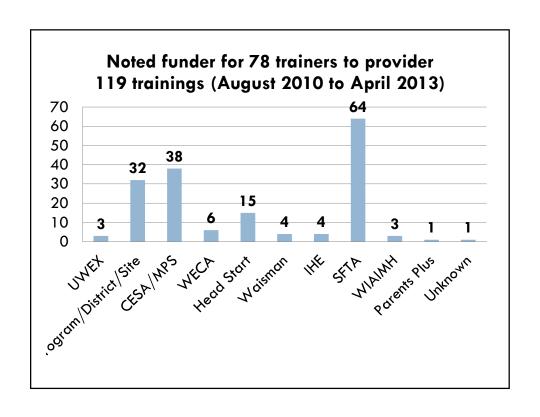
Training Support Workgroup

| Action	Update
Create a formal system of recruiting and training new trainer	• Developed application and interview process • Secured funding to allow regional coaches to assist
Create recommendations for training cadre re: where trainings should be targeted based on training data	• Intent is to communicate to regions via coaches through Communities of Practice • Presented specific information to training funders at last PM state leadership meeting • Location of trainings is presented at each PM leadership meeting
Review and summarize current training evaluations	• Finalized list of current trainers who meet criteria; determined their regions • Updated training list on CP; list will include level of experience
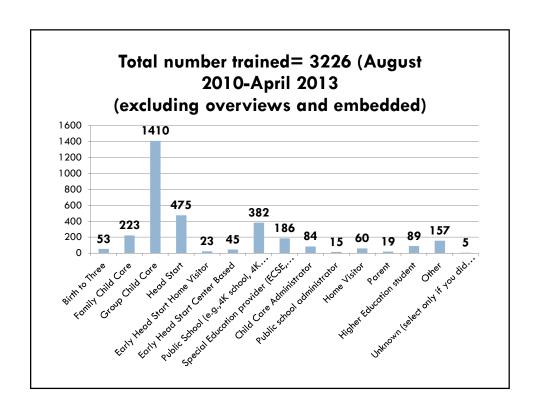
Since last report in Jan. 2013
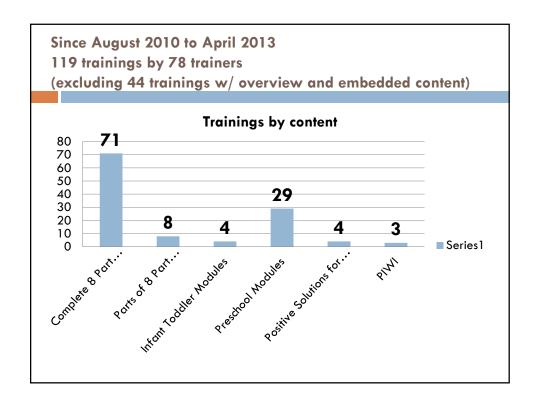
- 8 more trainings completed
  - Four Full 8 Part
  - Two partial 8 Part (DCPC)
  - One preschool module 2
  - One overview

Pyramid Model Trainings By County Served : CUMULATIVE

Noted funder for 78 trainers to provider 119 trainings (August 2010 to April 2013)

Some of the 78 trainers have more experience

Have completed 7 *or more* trainings: Mentor	Have completed 4-6 trainings Experienced
□ Jamie Tramte Brassfield □ Joanna Parker	□ Joan Rice □ Kathy Kadar □ Kim Kurklis □ Nancy Willman □ Robin Mainhardt □ Ann Ramminger □ Cindy Prendergast □ Julie Betchkal □ Peggy McMahon □ Renee Ernsting □ Sandy Ellis □ Susan Donahoe

Total number trained= 3226 (August 2010-April 2013 (excluding overviews and embedded)

Category	Number
Birth to Three	53
Family Child Care	223
Group Child Care	1410
Head Start	475
Early Head Start Home Visitor	23
Early Head Start Center Based	45
Public School (e.g.,4K school, 4K…	382
Special Education provider (ECSE,…	186
Child Care Administrator	84
Public school administrator	15
Home Visitor	60
Parent	19
Higher Education student	89
Other	157
Unknown (select only if you did…	5

Since August 2010 to April 2013
119 trainings by 78 trainers
(excluding 44 trainings w/ overview and embedded content)

Trainings by content

Bar	Value
Complete 8 Part…	71
Parts of 8 Part…	8
Infant Toddler Modules	4
Preschool Modules	29
Positive Solutions for…	4
PIWI	3

Series1

Training Support and Parenting Workgroup

Action	Update
Create system of follow up for participants of the Parent Module trainings	• Piloting pre-/post- survey in St. Croix County • UW Cooperative Extension has developed post training resources to send to participants
Create dissemination plan for Parent Modules	• Will offer Positive Solutions for Families and PIWI training through PM Implementation Academy (August 14 and 15th) • Outreach in 2013 will be to implementation sites
	• Current mentoring pilots for PSF and PIWI…..is this a model to consider??

Parent Module work cont.

| Action	Update
Community of Practice and Parent Module group	A small work group is working to put together a listing of supplemental materials and parent module materials that can be used by caregivers to send home to reinforce concepts from the classroom.
Data collection – how does this work have a data component that will help inform implementation as does the center based component	Surveys have been completed for parents that can be offered to sites for use as a data collection tool. Upcoming training at the implementation academy will also focus on how this work relates to the Benchmarks of Quality. Additional surveys are being sent out to gather information on how participants in past parent module trainings are implementing material from the training.

Home Visiting/ Family Coaching
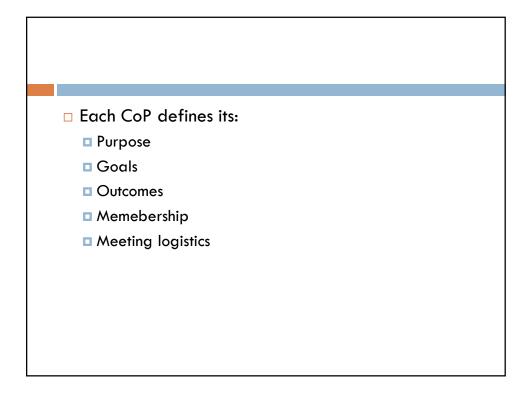
Action	Update
Develop/ adapt training for home visiting professionals in Wisconsin (Birth-3, Maternal Child Health, Early Head Start and others)	Training from TACSEI has been adapted and the training will be launched on June 5, 6 in Milwaukee and will be offered again Oct 29, 30 in Waupaca. This is a two day training
Coaching model for Family Coaching	Discussions with other states that have implemented this training and a coaching component. Will look to identify a limited number of home visiting professionals to participate in a coaching pilot.

Supporting our trainers

Pyramid Model and regional communities of practice

Purpose of the community of practice

□ Share information and expertise

□ Discuss recommended practices and strategies,

□ Problem solve together,

□ Provide trainer to trainer support,

□ Share resources

□ Ensure collaborative effort in meeting the Pyramid Model training needs of the region and in the state

□ Maintain and promote fidelity to the training content and process

☐ Each CoP defines its:

- ▪ Purpose
- ▪ Goals
- ▪ Outcomes
- ▪ Memebership
- ▪ Meeting logistics

Supporting our sites

Pyramid Model implementation & External
Coaching support

2013 Action plan- external coaching items

- ☐ Work with current funding to ensure all new sites have an external coach
- ☐ Increase training & support for external coaches
- ☐ Define the skill set of the external coach
- ☐ Create an application process for external coaches

Current External coaches

- ☐ Julie Betchkal
- ☐ Joan Rice
- ☐ Joanna Parker
- ☐ Cindy Prendergast
- ☐ Lillian Mallinson
- ☐ Deb Kozak
- ☐ Sandy Ellis

External coaches for cohort 4

- □ Joan Rice
- □ Joanna Parker
- □ Lillian Mallinson
- □ Barb Evensen
- □ Amy Alt*
- □ Jamie Tramte Brassfield*

* new this year

Pyramid Model state leadership team meetings in 2013

- □ July 29th 11 AM – 2 PM
- □ October 28th 11 AM- 3 PM – state BoQ assessment

Thank you and see you soon!