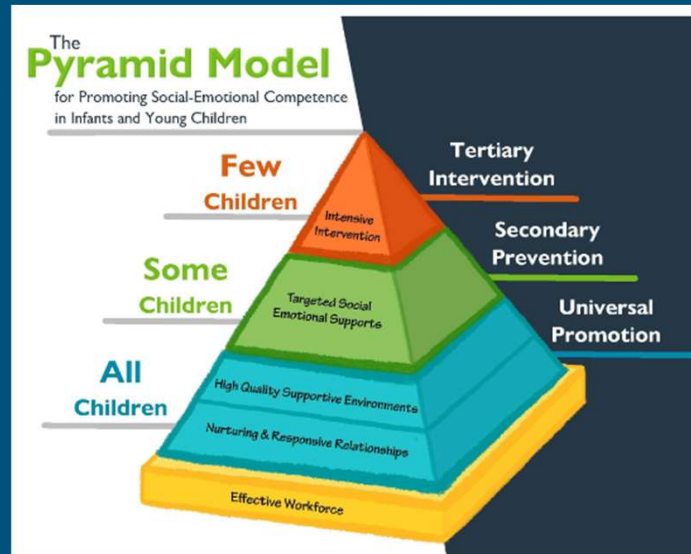


# Pyramid Model Implementation Sites in Arizona



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## Arizona Pyramid Model State Leadership Team

- Cross agency collaborative group
- Meets monthly to plan scale up, implementation & sustainability of a statewide professional development system around the Pyramid Model
- Establishes Implementation Sites, Program Coaches, Trainers, Data Systems using Implementation Science
- Ensures systems integration



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## Arizona's Cross Sector State Leadership Team (SLT)

- Arizona Department of Education
- Arizona Department of Health Services (MICHV and Children & Youth w/ Special Healthcare Needs)
- Arizona Division of Economic Security (Arizona Early Intervention Program and Division of Child Care)
- First Things First
- Arizona Head Start Association
- Navajo Nation Office of Special Education and Rehabilitation Services
- Northern Arizona University Institute for Human Development
- Arizona Public Broadcasting Service (PBS)



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## Arizona Pyramid Model State Leadership Team

**Vision:** *All Arizona early childhood settings support the social and emotional development and inclusion of all young children, honoring their family, culture, and community.*

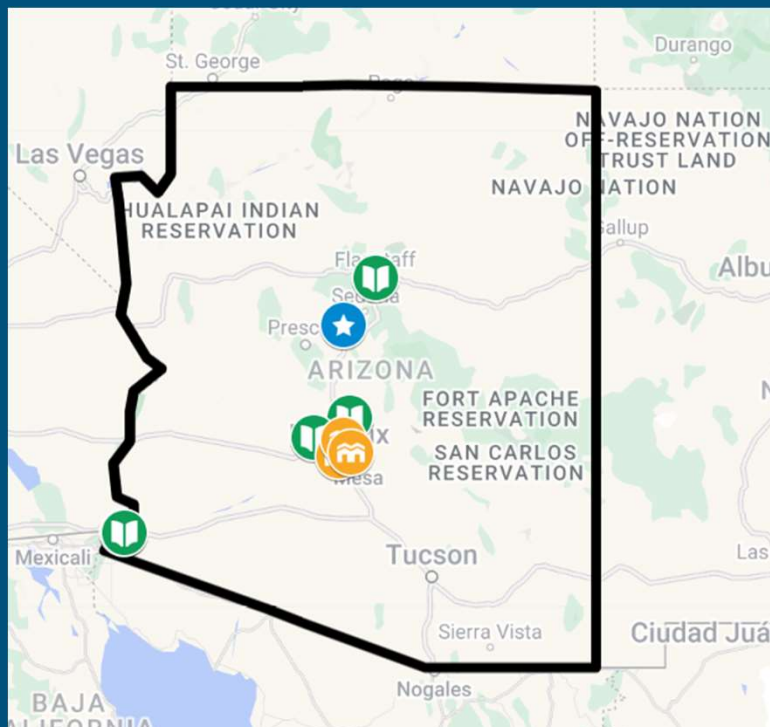
**Mission:** *The mission of Arizona's Pyramid Model Statewide Leadership Team is to collaborate with families, community partners, & policy makers to design, implement, & sustain a statewide, evidence-based system for the social & emotional development of all Arizona young children.*

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# History of Pyramid Model in Arizona

- SLT started meeting monthly in January 2023
- Launched first 3 Implementation Sites in February 2024.
- Actively recruiting additional Implementation Sites to join in August, 2024.
- In addition to official Implementation Sites, there are many pockets of Pyramid Model implementation already taking place in AZ:
  - ◆ Regions 9, 11, and 12 T&TA Centers
  - ◆ Head Start programs including: Navajo Nation Head Start, City of Phoenix Head Start, NACOG, WACOG, Chicanos Por La Causa
  - ◆ NAU Pyramid Model Project
  - ◆ SW Human Development
  - ◆ Mesa & Paradise Valley ECSE

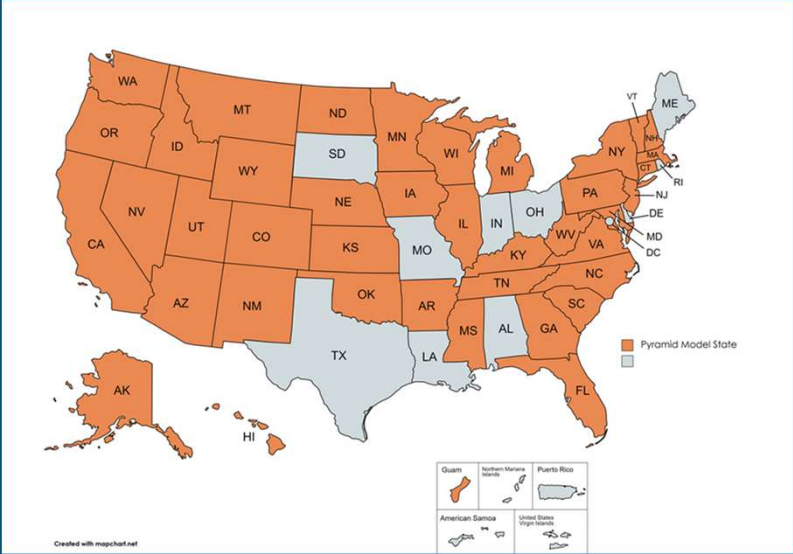
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- 3 Implementation Sites
- 7 Trainers
- 2 Program Coaches

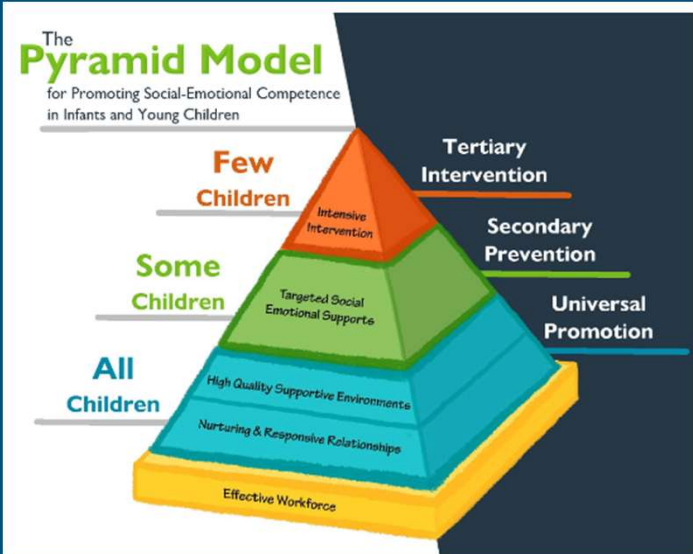
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# Connected to an International Community



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# The Pyramid Model



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## 4 Major Components of a Statewide System



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## Why Focus on Supporting Implementation Sites?

- 80% of educators indicate that burnout is a serious problem
- 55% of educators indicate that they are ready to leave the profession early
- 76% of educators feel that student behaviors are a serious problem
- 76% of educators feel that lack of respect from parents and the public is a serious problem.
- 94% of educators want more student health and behavioral support
- Children are being removed from early childhood programs at an alarming rate
  - ◆ Patterns of racial and gender disproportionality in expulsions

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## WHY: Outcomes for Staff

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- Shared language between educators
- Improved capacity to handle challenging behaviors
- Increased feeling of support for the program
- Increased positive engagement and relationships with families
- Increased positive relationships with children

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## WHY: Outcomes for Children

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- Increased engagement
- Social & Emotional growth
- Increase in positive self-esteem
- Increase in prosocial interactions
- Limited or eliminated rates of expulsion and suspension
- Reduction in challenging behavior

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## WHY: Outcomes for Families

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- Increased teaming between family and teachers for intervention strategies
- Parents feel more supported in preventing and addressing challenging behavior at home
- Decrease in parent concerns about safety and behavior at school

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## Types of Pyramid Model Implementation Sites

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- \*\*\*School District preschool program
- \*\*\*Head Start/Early Head Start programs
- \*\*\*Private preschool program
- \*\*\*Center-Based Child Care
- \*\*\*Faith-Based preschool program
- Part C Early Intervention Program
- Family Child Care/Home Based Child Care

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## Program-Wide versus Classroom-Wide

### Program-Wide:

A systematic effort where a Leadership Team designs the systems needed to provide teachers with training, coaching and feedback on the Pyramid Model Practices.

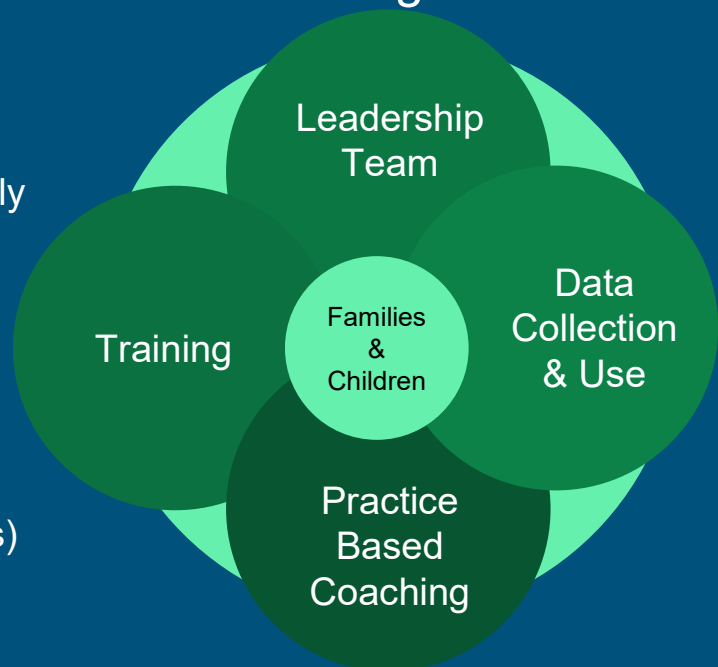
### Classroom Wide:

Practices taught in Pyramid Model trainings, such as the Solution Toolkit, Problem Solving Steps, feelings check-in, etc.

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## What is an Implementation Site Committing To?

- Leadership Team meets monthly
- Support and train all staff on Pyramid Model practices
- Identify & support Practitioner Coaches and Coachees
- Enter and use data in the PIDS Data System (Benchmarks of Quality, fidelity data, coaching data, Behavior Incident Reports)
- Engage families in the implementation process



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## 1

## What is a Leadership Team?

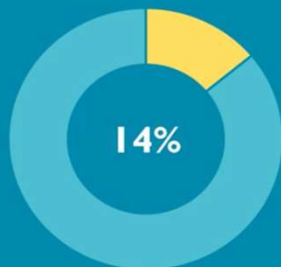
- Consists of representatives of each role at an Implementation Site: Administrator, Internal Coach, Data Manager, Practitioners, Behavior Specialist (if applicable), Implementation Partners
- Meets monthly for approximately 1 hour
- Creates a Program-Wide Action Plan to scale and sustain the Pyramid Model
- Creates systems to provide teachers with appropriate level of support to ensure all children are receiving what they need in order to be as successful as possible
- Benchmarks of Quality guides the work



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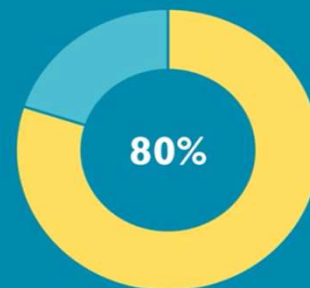
## Why a Leadership Team?

### FIDELITY TO IMPLEMENTATION



WITHOUT A LEADERSHIP TEAM, IT TAKES AN AVERAGE OF **17 YEARS** TO REACH FIDELITY THROUGHOUT **14%** OF THE PROGRAM.

### FIDELITY TO IMPLEMENTATION



WITH A LEADERSHIP TEAM, YOU WILL REACH FIDELITY THROUGHOUT **80%** OF THE PROGRAM IN AN AVERAGE OF **3 YEARS**.

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## Critical Elements the Leadership Team Builds Sustainable Structures Around

- Staff Buy-In
- Leadership Team
- Ongoing Training & Support
- Program-wide Expectations
- Data Based Decision Making
- Family Engagement
- Procedures for Responding to Challenging Behavior

*It's not a race, it's an ongoing journey!*

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## Training (August-January)

# 2

Leadership Academy	2 Days: August/September
Preschool Module 1	1 Day or CoP Series: September/October
PBC Training (Practitioner Coaches only)	2 Days: Late October
Preschool Module 2	1 Day or CoP Series: early November
Preschool Module 3	1 Day or CoP Series: January
TPOT Training (Practitioner Coaches only)	2 Days: early December
Pyramid Innovation Data System (PIDS) & Behavior Incident Report (BIR) Training	TBD: winter

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## Practice Based Coaching (PBC)

3

### Training components and attainment of outcomes in terms of % of participants Joyce and Showers 2002

Training Components	Training Outcomes		
	Knowledge of Content	Skill Implementation	Classroom Application
Study of Theory	10%	5%	0%
Demonstration	30%	20%	0%
Practice	60%	60%	5%
Peer Coaching	95%	95%	95%



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## Data Collection

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- Collect, report, and engage in data based decision making (Look/Think/Act cycle)
  - ◆ Benchmarks of Quality
  - ◆ Practitioner fidelity data
  - ◆ Coaching Logs
  - ◆ Behavior Incident Reports
- Data is entered and summarized for you in PIDS
  - ◆ Pyramid Innovation Data Systems (PIDS)

### Teaching Pyramid Observation Tool/ Teaching Pyramid Infant-Toddler Observation Scale



#### Data Considerations for All:

- ▶ Were data collected by trained observers?
- ▶ Were TPOT administration procedures, as outlined in the manual, followed?
- ▶ Has there been turnover in classroom staff that might affect program scores or scores within a classroom?
- ▶ Did class composition change between time 1 and time 2 data?

Look	Think	Act
<b>What do we see?</b>	<b>What are the data showing? What influences these data?</b>	<b>Consider these actions</b>
Look at Red Flags across teachers on the program summary tab.	Are there common red flags? What might contribute to those red flags? Is additional training needed? Is there a procedural issue? Have red flags decreased across administrations?	Plan training to build capacity for desired practice. Identify needed changes, establish new policy, and/or share data with teachers including rationale for change.

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## Program Coaches Supporting Implementation Sites

- Program Coach (*will be supported to join the [Arizona Early Childhood Workforce Registry](#)*)
  - ◆ Supports implementation of the Pyramid Model in Implementation Sites
  - ◆ Meets with local site Leadership Team
    - Supports facilitator
    - Supports collection and use of data based decision making
    - Supports scale up of Pyramid Model within Implementation Site
  - ◆ Supports Implementation Site Practitioner Coach(es)

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## Additional Supports to Implementation Sites

- Materials for classroom implementation ([Pyramid Model Preschool Classroom Kit](#) \$249 value)
- Manuals and books to support implementation (TPOT, TPITOS, PTR-YC, PTR-F)
- PIDS online Data System
- ePyramid Modules: Preschool Mods, Infant/Toddler Mods, Blended B-5 Mods in English & Spanish, Practice Based Coaching, Prevent Teach Reinforce for Young Children (PTR-YC) and Prevent Teach Reinforce for Families (PTR-F)
  - ◆ Can be used as a coaching resource, training for those participating in the Community of Practice Series, etc.

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## Use of Implementation Science

- Provides teachers with appropriate levels of support to ensure all children are receiving what they need to be as successful as possible.
- Provides a delivery system and avoids pocket implementation in 1 or 2 classrooms
- Benchmarks of Quality guides the work
- Multi-year process! Slow and steady steps!

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## Application Process & Next Steps

- 1) Complete [application](#) via Microsoft Forms
- 2) Reach out to the [PyramidModel@azed.gov](mailto:PyramidModel@azed.gov) with any questions
- 3) Reserve training dates on your calendar once available



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## Learn More about the Pyramid Model

- [9 minute youtube video introducing the Pyramid Model](#)
- [Research summary of the Pyramid Model](#)
- [YouTube video of Implementation Site sharing their Pyramid Model experiences](#)
- [Description of what it means to implement the Pyramid Model Program Wide](#)
- [Implementation Exploration & Readiness ePyramid course \(free\)](#)
- Upcoming live Interest Webinars:

4/1/24: 2:00 pm

4/10/24: 6:30 pm

4/25/24: 12:00 pm

- Email AZ's Pyramid Model inbox: [PyramidModel@azed.gov](mailto:PyramidModel@azed.gov)

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## Vermont Testimonial: 7 minutes

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<https://youtu.be/zEOI33QX3wY>

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## Implementation Sites & Program Wide Adoption

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- Provides a systematic approach to Program Wide Adoption
- It's more than just the practices
- Avoids “pockets” of implementation
- Builds Capacity:
  - ◆ *Ensures multiple staff members have the ability, confidence, and competence to carry out Pyramid Model implementation.*

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