NCPMI

Within the **Framework**
Webinar Series

Program-Wide Implementation of Pyramid Model Practices in Early Intervention/Part C

Erin E. Barton, *Vanderbilt University*
Ashley Nemec, *Vanderbilt University*
December 5, 2019

National Center for
Pyramid Model
INNOVATIONS
ChallengingBehavior.org

1

Agenda

- Overview of Pyramid Model in Part C
- Program-wide Implementation and the Critical Elements in Part C
- Fidelity Tools for Implementation of Pyramid Model Practices in Part C

NCPMI

2

The What

Pyramid Model in Early Intervention Programs

NCPMI

3

Overview of the Pyramid Model and Part C

- **Tier 1:** Universal promotion for all families (all infants and toddlers and their caregivers)
- **Tier 2:** Secondary prevention to address the needs of infants/toddlers at risk for social emotional challenges (including support for their caregivers)
- **Tier 3:** Intensive or tertiary intervention for children with persistent behavior challenges (including support for their caregivers)

Families' needs are dynamic, practices are changed to accommodate all levels of support.

NCPMI

4

Five Primary Principles for Using the Pyramid Model in Part C

1. Support practitioners in building *collaborative partnerships* with all families.
2. Use *family coaching* strategies to meet the needs of all caregivers.
3. Provide families with knowledge and skills related to *responsive caregiving and nurturing, responsive relationships*.
4. Build families' *confidence and competence* in supporting their child's social emotional development.
5. Provide families with tools and strategies that address and focus on the *prevention of challenging behavior*

NCPMI

5

What are the Practices?

Early Interventionist Pyramid Practices Fidelity Instrument (EIPPFI), Key Practice Areas:

• Building Partnerships with Families

• Promoting Social Emotional Development

• Dyadic Relationship Indicators

• Family-Centered Coaching

• Supporting Families with Children with Severe, Persistent Challenging Behaviors

• Social Emotional Assessment

Aligned with DEC Recommended Practices and OSEP Key Principles of EI

NCPMI

6

The How

Program-Wide Implementation in Part C

NCPMI

7

The Goal

Fidelity of implementation that leads to positive outcomes for children, families, providers, and programs.

NCPMI

8

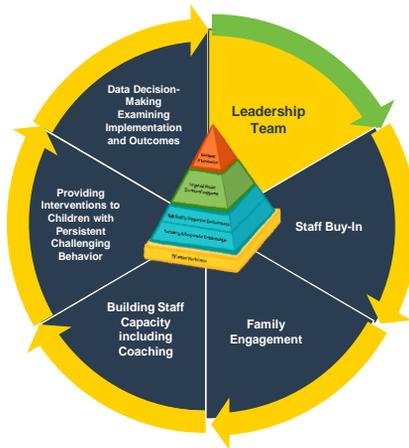# Implementation Science:
the "What and the "How"

- Stages (2-4 years)
- Implementation Teams
- Buy-in/Readiness
- Drivers (e.g., leadership & competence)
- Goal is High Fidelity implementation of Pyramid Model by Local EI programs

NCPMI

9

Pyramid Model Approach:
Building Program Capacity

- **Program Coach** that supports high fidelity use of Pyramid Model in programs
- **Leadership Team** that guides implementation, coaching/professional development, family engagement, behavior support planning, and data decision-making
- **Practitioner coaches** that support the implementation of Pyramid Model practices by practitioners with fidelity
- **System of communication** to share information with practitioners and families regarding Pyramid Model and their role in implementation
- **Data feed-back systems** for data-based decision making at all levels for PD, ensuring fidelity, demonstrating effectiveness, planning, implementing and tracking systems change and making system recommendations

NCPMI

10

10

Program-Wide Implementation of Pyramid Model Practices in Part C: *Critical Elements*

NCPMI

11

Critical Elements:
Leadership Team

- Broad representation
- Administrative support
- Regular meetings
- Clear mission
- Implementation goal is visible
- Review and revise action plan

NCPMI

12

Who is Part of a Program Leadership Team?

- Administrator
- Early Interventionist
- Practitioner Coach
- Professional who facilitates behavior support planning
- Family member
- **Leadership Team should plan to meet monthly**

A Team Member to Serve as Data Coordinator

NCPMI

13

The Program Coach

Program's Guide on the side!
- Supports leadership teams beyond training to implementation
- Guides practitioner coaches as they strive for Pyramid practice implementation fidelity
- Assist programs in collecting relevant data to make decisions across their programs
- Collaborate with state leadership teams to expand Pyramid Model implementation throughout the state

NCPMI

14

Practitioner Coach

Early Interventionist's Guide on the side!

- Trained in Practice-Based Coaching (PBC)
- Collaborates with leadership team members in development of plan to provide coaching
- Provides coaching to early intervention practitioners in use of Pyramid practices
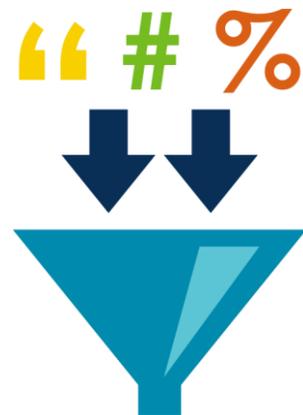- Receives support from program coach and leadership team during implementation

NCPMI

15

Data Coordinator

Coordinates data collection and review!

- Role of a team member
- Receive support in collecting fidelity data (Benchmarks of Quality, Early Interventionist Pyramid Practices Fidelity Instrument, Coach Log)
- Bring data to team meetings for discussion and decision-making
- Organize data for evaluation reports

NCPMI

16

Program-Wide Implementation of Pyramid Model Practices in Part C: *Critical Elements*

17

Critical Elements:
Staff Buy-In

- Information and awareness
  - Social emotional outcomes
  - Program-wide approach
- Staff presentation to establishes buy-in
- Leadership team maintains buy-in by inviting input and feedback

18

Establishing Buy-In

- Discuss program goals and outcome data
  - Efforts and challenges
- Discuss state outcome data
  - Efforts and challenges
- Present approach
  - NCPMI recorded presentation
  - Slide deck we provide
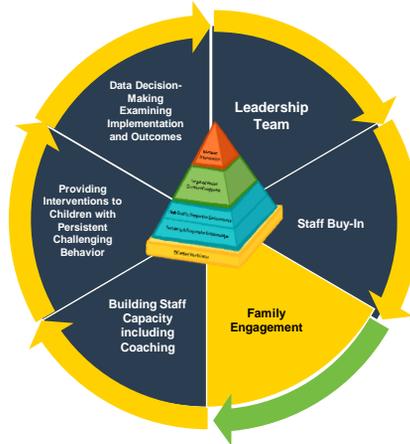- Discuss supports to do the work

NCPMI

19

Maintaining Staff Buy-In

- Do program staff have concerns about PW implementation of the Pyramid Model?
- How will you establish buy-in?
- How can you nurture buy-in over time?
- What are the next steps you need to take to move forward?

NCPMI

20

Program-Wide Implementation of Pyramid Model Practices in Part C: *Critical Elements*

NCPMI

21

Critical Elements:
Family Engagement

- Input at the beginning; information shared on the goals
- Multiple mechanisms for sharing implementation goals
- Practitioners are supported to identify family priorities, resources, and concerns
- Practitioners have resource list of referrals to additional supports for addressing family needs
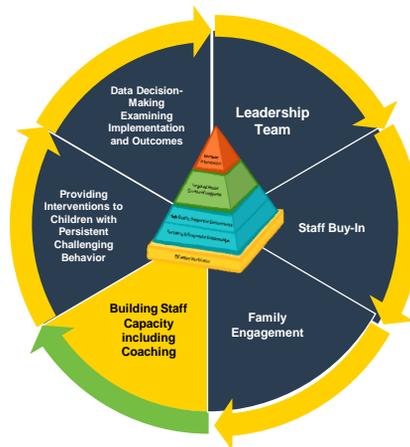

NCPMI

22

Family Engagement

- Get family input regarding mission statement
- Program newsletters or regular updates
- Family social events to bring families together and share information
- Separate parent information meetings regarding common issues, celebrations, concerns
- Meet at community events
- Share flyers regarding Pyramid Model roll out and what it means for them

NCPMI

23

Program-Wide Implementation of Pyramid Model Practices in Part C: *Critical Elements*

NCPMI

24

Critical Elements:
Building Staff Capacity

- Providing ongoing professional development and practice-based coaching
- Practitioner coaches identified and trained in PBC
- Practitioner coaches work collaboratively with practitioners to identify implementation goals
- Program has plan to trainer new practitioner coaches and EI staff in Pyramid practices
- Professional development and coaching includes supporting children and families with complex needs

NCPMI

25

Coaching Definitions in Part C

- **Program Coach** = Provide support to implementation site leadership teams to ensure implementation of Pyramid Model practices throughout the program.
- **Practitioner Coach** = Provide direct coaching to practitioners to guide the implementation of Pyramid Model practices with families receiving early intervention services.
- **Family Coaching** = Provide direct support to caregivers to facilitate their confidence and competence in supporting their child's social emotional learning and development

NCPMI

26

Part C Trainings

Training Type:	Part C Pyramid Model Practices	Practice-Based Coaching	Data Coordinator Training	Prevent, Teach, Reinforce for Families (PTR-F)
Purpose:	Overview of Pyramid Model Practices in Part C; Linked to EIPPFI	Overview of PBC in Part C and use of coaching tools	Introduction to the data tools, evaluation process and creating data reports and presentations	Overview of the PTR-F process and how to implement when more intensive support needed.
Who attends:	EIs, program leaders, coaches	Practitioner coaches	Data coordinator and program coach	Behavior specialists, practitioner and program coaches

NCPMI

27

Program-Wide Implementation of Pyramid Model Practices in Part C: *Critical Elements*

NCPMI

28

Critical Elements:
Children with Persistent Challenging Behavior

- Policies and procedures support FBA and behavior support plan development
- Behavior expertise is available
- Practitioners have coaching in supporting families in prevention strategies
- Professional development and coaching is available for practitioners around conducting FBAs and developing BSPs
- Coaching support to practitioners for supporting family implementation of behavior plans
- Practitioners have access to peer support

NCPMI

29

PTR for Families: Team Process

PREVENT
TEACH
REINFORCE
for Families

A MODEL OF INDIVIDUALIZED
POSITIVE BEHAVIOR SUPPORT
FOR HOME AND COMMUNITY

Glen Dunlap, Phillip S. Strain,
Janice K. Lee, Jaclyn D. Joseph,
Christopher Vatland, & Lise Fox
Foreword by Ann Turnbull

- Research-based Practices
  - Assessment and Intervention
- Team-driven decision-making
- Manualized, with detailed steps for designing and implementing intervention plans
- All Behavior Plans (BIPs) include at least 3 components:
  - Prevent (antecedent manipulations)
  - Teach (instruction on social-communication skills)
  - Reinforce (consequences)

NCPMI

30

Program-Wide Implementation of Pyramid Model Practices in Part C: *Critical Elements*

NCPMI

31

Critical Elements:
Monitoring Implementation and Outcomes

- Collect, summarize, and use data for decision-making
- Social emotional screening
- Measuring practice implementation fidelity of practitioners
- Practitioners monitors family implementation of intervention strategies
- Curriculum-based assessment with social emotional domain used to develop targeted interventions
- Summarize and share data with families

NCPMI

32

The Tools

Fidelity Tools for Implementation of
Pyramid Model Practices in Part C

NCPMI

33

Part C Pyramid Model Implementation Tools

- Pyramid Model Early Intervention Benchmarks of Quality
- Program Coaching Log
- Practitioner Coaching Log
- Early Interventionist Pyramid Practices Fidelity Instrument (EIPPFI)
- Social Emotional Assessments (e.g., SEAM, ASQ-SE2)

Program Coach and Data Coordinator work collaboratively to collect all completed data to submit to Leadership Team and the State.

NCPMI

34

Part C Pyramid Model Implementation Tools

Tool:	Program EI Benchmarks of Quality	Program Coach Log	Practitioner Coach Log	EI Pyramid Practices Fidelity Instrument (EIPPFI)
What it measures:	• Growth in fidelity • Growth in critical elements	• Time/ Contacts to Programs • Focus of Contacts • Delivery Method • Activities	• Eis receiving coaching • # action plan goals • # completed cycles • Time/ strategies observation & debrief	• Growth in EI fidelity use of practices • Avg. and range % of indicators by Key Practice areas
Who collects data:	Leadership Team (LT)	Program Coach	Practitioner Coach	Practitioner Coach
Frequency:	Every 6 months	Each contact with LT/Practitioner Coach	Each observation/ debrief contact with EI	Year 1: Every 6 months Year 2: Min. 1x per year

NCPMI

35

Thoughts, Comments, Questions?

NCPMI

36

Thank You

The contents of this presentation were developed under a grant from the U.S. Department of Education, #H326B170003. However, those contents do not necessarily represent the policy of the U.S. Department of Education, and you should not assume endorsement by the Federal Government. Project officer, Jennifer Tschantz.

IDEAs that Work
Office of Special
Education Programs

NCPMI

37