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

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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
The What

Pyramid Model in Early Intervention Programs

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.
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.

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
The How

Program-Wide Implementation in Part C

The Goal

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

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

Critical Elements: Leadership Team

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

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
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

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

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
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

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

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
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

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

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
Part C Trainings

<table>
<thead>
<tr>
<th>Training Type</th>
<th>Part C Pyramid Model Practices</th>
<th>Practice-Based Coaching</th>
<th>Data Coordinator Training</th>
<th>Prevent, Teach, Reinforce for Families (PTR-F)</th>
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</thead>
<tbody>
<tr>
<td>Purpose:</td>
<td>Overview of Pyramid Model Practices in Part C; Linked to EIPPF</td>
<td>Overview of PBC in Part C and use of coaching tools</td>
<td>Introduction to the data tools, evaluation process and creating data reports and presentations</td>
<td>Overview of the PTR-F process and how to implement when more intensive support needed.</td>
</tr>
<tr>
<td>Who attends:</td>
<td>Els, program leaders, coaches</td>
<td>Practitioner coaches</td>
<td>Data coordinator and program coach</td>
<td>Behavior specialists, practitioner and program coaches</td>
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Program-Wide Implementation of Pyramid Model Practices in Part C: Critical Elements
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

PTR for Families: Team Process

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

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
The Tools


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 (EIPPI)
• 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.
# Part C Pyramid Model Implementation Tools

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

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